

AFRICAN STRATEGIC CONFERENCE ON SOCIAL SCIENCES, EDUCATION, MANAGEMENT, HUMANITIES, LAW, SCIENCES & TECHNOLOGY

CONFERENCE THEME

Inclusive and Integrated Strategies for Africa Development: multi-disciplinary Assessment

CONFERENCE OBJECTIVE

The primary goal of the conference is to provide opportunities for academicians and scientist along-with professionals, policy makers and practitioners from various fields in a global realm to present their research contributions and views.

CONFERENCE DATE

Thursday 28th - Friday 29th September, 2017

CONFERENCE VENUE

Conference Hall, Djibson Hotel, Cotonou - Benin Republic

TIME: 10:00 am

GUEST SPEAKER

ED. Jonah Ulebor

Lextra Education

Leeds, LS 11 7HL, United Kingdom

CONFERENCE CONTACT

Penelope Nadjo

David Wariss

CONFERENCE CHAIRMAN

Dr. Bassey Anam

University of Calabar, Nigeria

CONFERENCE SECRETARIAT

+234 8174380445

+234 7084635135

+233 246663203

E-mail: africaeconomy5@gmail.com

Website: www.internationalpolicybrief.org

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Conference Programme

Day One: Thursday 28th September, 2017 Arrival of Guests/ Conferees/Delegates		
Day Two: Friday 29th September, 2017 Opening Session/Plenary		
8:00	- 9:00am	Conference Registration
9:00	- 9:15am	Opening Prayer/ Welcome Remark
9:15	- 9:30am	Institutional Brief
9:30	- 11:30am	UK Development Research Programme in Africa
11:30	- 12:00noon	Launch Break / Group Photograph
12:00	- 4:00pm	Plenary Session
4:00pm	- 5:00pm	Policy Review Session
Day Three: Saturday 30th September, 2017 Departure of Guest/ Conferees/Delegates		

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

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

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3. International Journals of Advanced Scientific Research (IJASR), Nigeria, Nairobi, Ghana and Tanzania. IJASR are online international open access peer review scholarly journals. Click this links for published Journals:
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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.

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

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

Key Competencies

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

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Technical and Operational Support to Research Organizations

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

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

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

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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.

KEY COMPETENCIES

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

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

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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

Timeline for Manuscript Corrections and Journal Publication

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

1. The Plenary/Technical session is compulsory for all conferees. You are advised to note the comments pointed out by the Chairman of the Technical Session and other members of the plenary group. This will help you effect corrections as expected.
2. Corrections of manuscript(s) (full papers) must be effected and submitted within 2 weeks after the conference. All submissions must be made to:
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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.
5. On acceptance of paper for publication, author(s) will be required to make PAYMENT for paper publication/ pagination (hard print and online) and courier. Payment must be done within 2 weeks of notification of acceptance. Authors will receive their published journals within 10 weeks after the conference.
6. Accepted papers will be published in International Scientific Disciplinary Research Journals with high level Impact Factor (in hard print and e-version). Published journals will be indexed in Google Scholar and other online research directory.

Guidelines for Manuscript Submission

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Submitting your manuscript for assessment and publication in any of the International Journal Series means that your work has not been published elsewhere in any other journal, book or in a book chapter, be it printed online (except in the form of an abstract or an academic thesis). The editor(s) of the journal(s) have the right to edit or to alter all contribution, but authors of the submitted work will receive proof before the publication of their work.

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

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Manuscript should be legibly written with clear symbols, drawings, photographs, chemical structures to ensure clarity and easy reproduction. Authors are urged to pay attentions to tables, figures and references which should be done in the correct format and appropriately cited in the main text.

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

References

The reference style should be APA format.

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UK Development Research Programme in Africa



In partnership with the African Research Council for Sustainable Development, University of Ibadan, Nigeria, the UK Development Research Programme in Africa invites Research Scholars to submit proposals for field studies in their discipline.

Accepted proposals will be awarded Research Grants. Studies will be published in Special Research and Policy Briefings and indexed in Google Scholar. Research findings are major documents for policy formulation and development strategies.

CATEGORIES AND SAMPLE RESEARCH

Your project must fall into one of the categories below. The proposal must be submitted before 30th October, 2017.

Be sure to clearly state your research topic and category in your submission materials. Please note that subtopic include, but are not limited to, those listed here.

Your submission **MUST** belong in one of the following categories:

Category	Description	Subtopics (including but not limited to)
Anthropology	Comparative study of human cultures; how customary ideas, actions, and institutions shape individual and collective experience	Cultural, physical, linguistic, and medical anthropology; archaeology
Comparative Media Studies	The study of how media technologies and their uses can enrich the lives of individuals locally, nationally, and globally	Mass media, cultural studies, digital media, film theory, games
Art and Architecture	The study of works of art and architecture and critical engagement with their social, political, and material contexts	Museum and exhibition studies, art and gender, aesthetic philosophy, modes of creative production, new technologies in art and architecture, monuments, man-made landscapes, patronage and audience, production of space, design across scales
Cultural Studies	Focused on the political dynamics of culture and its historical foundations, conflicts, defining traits, aesthetics, and practices.	Can focus on a particular medium or message: ideology, social class, nationality, ethnicity, sexuality, gender, popular culture, etc.
Economics	The study of the behavior of individuals, groups, and organizations when they use scarce resources to achieve desired ends	Microeconomics, macroeconomics, game theory, international economics, labor, laws and policies, natural resources; behavioral, environmental, and cultural aspects of economics

Category	Description	Subtopics (including but not limited to)
History	The study of the past and how it relates to humans; specifically, the analysis of a sequence of past events, and the determination of their causes and effects	Military, cultural, economic, environmental, gender, and public history
Linguistics	The study of the rules underlying the structure of language, and what they reveal about the general principles that determine the development of language in the individual and species	Phonetics, phonology, morphology, syntax, semantics, psycholinguistics, speech science and technology
Literature	The study of written work	Fiction, non-fiction, novel, short story, genres: romance, mystery, etc.
Philosophy	The study of general and fundamental problems, using a critical, systematic approach and rational argument	Epistemology, logic, metaphysics, ethics and political philosophy, aesthetics, philosophy of language, philosophy of mind
Political Science	The study of national, state, and local government, politics, and policies.	Political theory, comparative politics, public administration, international relations, public law, political methodology
Science, Technology and Society	The study of how science and technology affect and express human values, politics, and culture	Bioethics; science and politics; history of science and technology; science, innovation, and regulation; science, technology and identity; technology and privacy
Women's and Gender Studies	The study of women, gender, and sexuality in intersection with race, ethnicity, religion, and class	Women and development, gender and technology, gender and media, psychology of sex and gender, gender equity, social policy, reproductive rights and technology, gender and sexual identity

EDED. Jonah Ulebor
 Lextra Education Ltd.
 Leeds, Ls 11 7HL, United Kingdom

Engr. (Dr) Diji Chukwuemeka
 Chairman, African Research Council for Sustainable Development
 Department of Mechanical Engineering,
 University of Ibadan

Direct inquires to: africaeconomy5@gmail.com

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Book of Proceedings

A decorative graphic consisting of three overlapping circles arranged in a diagonal line from the bottom-left to the top-right. The circles are black, white, and black, with the white circle in the middle.

Conference
Abstracts

A decorative graphic consisting of a series of overlapping circles of varying sizes and orientations, arranged in a curved path that connects the end of the word 'Conference' to the beginning of the word 'Abstracts'. The circles are in shades of black, white, and gray, creating a 3D effect. A thin black line also connects the two words.

The Information Need and Seeking Behaviour of Grey Literature in Agricultural Sciences

M. K. Usman

Bayero University, Kano

Abstract

The study used the Bradford's Law of scattered dispersion to measure the need and seeking behaviour of grey literature among scholars in the field of agricultural science. Citation analysis was used to study bibliographic reference of articles published in The Savannah Journal of Agriculture (SJA) from 2006 to 2015, of which 131 articles and 2,422 bibliography citations were analyzed. Findings of the study shows an 8.6% improvement on the 20% Bradford's assumption underlying the study, yet, the need for grey literature among scholars depicts that they are underutilized, only 28.6% of the 2,422 citations were grey literature. 6 types of grey literatures were needed, for which conference proceeding was the most needed while handbook/manual was the least needed. The online versus offline seeking behaviour of grey literature was awful, only 46.1% of the 694 grey literatures identified had online citations. Findings of the study shows that there is a wide gap between the use of published and unpublished resources and this buttress the need to embark on the marketing of unpublished resources commonly known as grey literature. It is recommended that there is the need to embark on marketing the benefits to be derived from grey literatures, so that their use would catch up with other published literatures. Authors need to improve their citation technique such that grey literatures obtained online are duly acknowledged with their URL.

Keywords: *Information, Seeking behaviour, Grey literature, Agricultural sciences*



Impact of Organizational Culture on Employees' Performance in the Public Sector: a Study of Federal Ministry of Finance, Abuja

Nana Usman Bature PhD

Department of Business Administration, University of Abuja, Nigeria

Abstract

Organizational beliefs, norms, values, symbols of status and authority could pose a serious threat to employees' performance especially when employee(s) perception varies differently from that of the organization. The main objective of this study is to examine the impact organizational culture on employees' performance a case study of Federal Ministry of Finance Abuja. In view of the above cause, data was collected from both primary and secondary sources. 400 copies of questionnaire were administered to the respondents and 357 copies of questionnaire were returned successfully which was used as the bases for the research analysis. Ordinary least square regression was the statistical tool used in analyzing the data. The research findings revealed that there is a positive relationship between the organizational culture and employees performance. It was concluded on the note that Organizational norms and values impact significantly on employees' performance, as is evident from the employees' responses. It is recommended that the federal government of Nigeria should ensure that the norms and values of the ministry conform to what the constitution of Nigeria says as regards organizational norms and values in work place.

Keywords: *Organizational culture, Norms, Value, Belief, Employees, Performance*



Low Webometric Ranking of African Universities: Causes, Consequences and Cure

Prof. Ojonigu Friday Ati

Dean, School of Postgraduate Studies

Federal University Dutsin-Ma, Katsina State, Nigeria

Abstract

In the July 2017 Edition of the world webometric ranking, only eight (8) Universities in Africa place among the first one thousand (1000) and Twenty six (26) among the first two thousand (2000) Universities in the world. This is because of low visibility and activity of scholars, researchers and institutions in Africa. In most cases, institutional framework for effective activity is deficient and most research information does not go beyond the four walls of the institutions. Low webometric ranking could lead to lowering of the esteem of the university in the eyes of stakeholders, especially potential students and funding agencies. Also, academic exchange with reputable universities from other parts of the world for teaching and research may suffer. There are both institutional and personal imperatives for improving this situation. This paper is a review on the present position of African Universities in global ranking and what can be done to improve of it.

Keywords: *Webometric ranking, African universities*



African Textiles as Inspiration to other Art Forms for National Development

¹Pamela, I. Cyril-Egware PhD & ²Margaret Ajiginni PhD

^{1&2}Department of Fine Arts & Design,
University of Port Harcourt, Choba, Nigeria

Abstract

Textiles is an area of the visual Arts grouped as applied or industrial art concerned with the manipulation and production of fabric from the raw stage to the finished functional stage. It was originally taken to mean woven fabric, but with creativity, industrialization and technological advancement, textiles have gone beyond woven fabrics to non-woven fabrics and have in recent times served as inspiration to other art forms. These are seen in the works of sculptors, painters, potters and Textile artists and designers in public and private places, publicizing people's culture. These referred to as decorative arts and crafts. This paper discussed African textiles as inspiration and an important innovative transformational tool to other art forms. It analysed the works of Yinka Sonebare with significant titles documenting and preserving history and El Anatsui who is inspired by the structure, drapes, colours and designs on *popo*, *kente* and *asooke* fabrics which he has incorporated into his art, hung up on the wall. Indigenous African textiles have gain recognition within Africa and beyond thereby enhancing and promoting their socio-economics tatusastourist centers, generation and furthering development of textiles for national development.

Keywords: *African textiles, Inspiration, Art forms, National development*



Rigid Heddle Loom Equipment: as Panacea for Cottage Industrial Development

¹Dr. Margaret Ajiginni & ²Dr. Pamela Cyril Egware

^{1&2}*Department of Fine Arts and Design, Faculty of Humanities*

University of Port Harcourt, Port Harcourt

Abstract

Rigid heddle loom is an effective weaving machine and a catalyst for textiles' cottage industrial development. Rigid heddle loom is a functional equipment use to weave light work, such as placemats, muffler, dish towels, throw-pillow, hand towel, shoes, bags and it has a comparable high rate of weft insertion. While cottage industry, provide on the job technical training through education, to art practitioners/youths toward acquisition of practical and applied skills, and basic scientific knowledge for economic empowerment. The determination to create meaningful impact in the lives of Nigerian youths, the Federal Government of Nigeria is set to implement practical programmes that will promote entrepreneurship and human resource development toward national sustainable development. The objective is to promote rigid heddle loom equipment, an indigenous technology that has been neglected, but of immense importance toward skill acquisition and youth empowerment to lime light. Also, this policy will strengthen cottage industries capacities for research toward skill acquisition in designing, construction and production of woven fabrics among youths in order to create employment opportunities and prevent youths' restiveness. The experimental research method will be adopted and the entire effort is toward technological advancement needed for youth economic empowerment.

Keywords: *Cottage industry, Heddle, Rigid, Weft, Warp, Loom, Shuttles, Heald, Self-sustenance*



Agricultural Financing and Agricultural Sector Performance in Nigeria (1985-2015)

¹Akinmulegun, Sunday O. PhD & ²Akide, John A.

^{1&2}Department of Banking and Finance,

Adekunle Ajasin University, Akungba Akoko, Ondo State, Nigeria

Abstract

This study examined the impact of agricultural financing on agricultural sector performance in Nigeria. The study made use of secondary data sourced from the Central Bank Nigeria (CBN) statistical bulletin for period of 31 years (1985-2015). Agricultural gross domestic product was used to measure the performance of the agricultural sector while commercial banks' credit to agricultural sector, agricultural credit guarantee scheme fund (ACGSF), private sector credit, government spending on agricultural activities and interest rate as components of agricultural financing were selected as the explanatory variables. The stationarity of the variables was established using the Augmented Dickey-Fuller (ADF) unit root test while Johansen cointegration test established a long-run relationship among the variables. Vector error correction model was adopted to estimate the short run dynamism of the coefficients. The result of the model revealed that commercial banks' credit to agricultural sector and agricultural credit guarantee scheme fund have positive significant impact on agricultural sector performance in Nigeria. Government spending on agricultural activities has positive but insignificant impact on agricultural sector performance while private sector credit has negative and insignificant impact on agricultural sector performance in Nigeria. Interest rate as one of the factors that affect agricultural financing is not statistically significant in determining the performance of agricultural sector in Nigeria. The study concluded that agricultural financing does not have significant impact on agricultural sector performance in Nigeria within the period examined. Therefore, the study recommended that government at all level should allocate more fund to agricultural sector and ensure proper monitoring of the funds in terms of disbursement for it to have significant impact on the economy. Also, government, through its agencies, should provide professional expertise to farmers in terms of managing their farm so as to increase production which will, in turn, contribute to improved agricultural gross domestic product in Nigeria.

Keywords: *Agricultural financing, Agricultural sector performance, Commercial bank credit, Agricultural credit guarantee scheme fund, Vector error correction model*

Market Integration and Price Transmission among Rural and Urban Markets of Selected Cereals in North-Eastern Nigeria

Dr. Bala Taru

*Department of Agricultural Technology, School of Agricultural Technology
Federal Polytechnic P.M.B. 35 Mubi, Adamawa State, Nigeria*

Abstract

The broad objective of the study was to analyze the behaviour of cereals in North-eastern Nigeria, while the specifically, the study focused on: (i) determined the existence and level of inter-market price dependency; (ii) examined the speed of price adjustment to long-run equilibrium and (iii) examined the Granger Causality among rural and urban cereal grain markets. The study was conducted in North-eastern Nigeria. Random sampling technique was used to select three states, of Adamawa, Gombe and Taraba, from the six states that made up the North-east geopolitical zone. Only secondary data were used in the study. Secondary data on monthly bases for the prices of 100kg of three cereal grains, maize, rice and sorghum in both rural and urban markets were obtained from Adamawa, Gombe and Taraba States Agricultural Development Programme offices on monthly bases for a period of 10 years (2001-2010). Data were analyzed using inferential statistics such as Vector Autoregressive and Error Correction Models. The results revealed that, the Augmented Dickey-Fuller unit roots test indicated $I(0)$, $I(1)$ and $I(1)$ for maize, rice and sorghum, respectively. Trace statistics for rural and urban markets were not significant (

Keywords: *Price, Efficiency, Cointegration, Unit Root, Granger causality, Arbitrage*

Sustaining the Non-Renewable Energy: a Strategy for Intergenerational Equity

¹Abodunde Omotayo Jacob & ²Bashir Kabir Muhammed

^{1&2}Department of Political Science

University of Abuja, Abuja

Abstract

This paper is an attempt to analyse the Intergenerational Injustice perpetrated by the Indiscriminate Exploration of the Oil Resource of Nigeria without considering the dangers of this to the next generation. When oil was discovered in Oloibiri in the present day Bayelsa state, little did Nigeria envisage the unimaginable demand for oil to the extent it has become a global issue forcing countries many to scamper for alternatives due to fear of possible extinction of this God given gift from the most populous nation in the continent. However, as a precautionary measure, Nigeria must start looking for alternatives; it is this singular attempt that has brought the issue of renewable energy. This paper relied heavily on secondary sources of data and tables from the official website of OPEC, it is proven that the current rate of daily demand of the white products are unsustainable i.e. PMS 32million litres per day, HHK 9million litres per day. It is our conclusion that this God given gift will face extinction even before the year OPEC forecasted, to avoid Nigeria been caught unaware, we have recommended an urgent need to double effort in the production of the bio-fuel alternative.

Keywords: *Non-Renewable, Energy, Strategy, Intergenerational, Equity*

Studies in the Alterations of Space Laboratory: Examining Global Detrital CO_2 Emission Mitigation Techniques

¹Kankara, I. A. & ²Mubarak, N. M

¹*Dept. of Geography and Regional Planning, Federal University Dutsinma*

²*Dept. of Environmental and Petroleum Geochemistry, Newcastle University, United Kingdom*

Abstract

Space Laboratory is the sum total of all ecosystems and the many external influences that affect them, including the CO_2 sink and capture that facilitated climate change and or Greenhouse effect. This present paper discusses the magnitude of these effects and further suggested the need for technique (s) to address the global potential emission of CO_2 . The methodology adopted for the study was mainly primary data which dwelled on the laboratory techniques on the recent scientific advancements in CO_2 mitigation technique which also focuses significantly on Carbon capture and storage (CCS), which is potential to stabilize the CO_2 concentration in the ambient air within (10-20 years) This however saw many factors of Carbon IV oxide sequestering methods, but further discusses some of the hindrances towards the geological Carbon IV oxide capturing storages. The results showed that the Geological Carbon Capture Storage (CCS) adopted in the research is the best method since over 80% of Carbon IV oxide emission was mitigated. It was recommended that both International donor Agencies and nations should partake in curtailing the emission.

Keywords: *Geological Carbon Capture Storage (GCCS), Emission, Mitigation Techniques, Hindrances*

Tarsands and Bitumen Exploration Opportunities along Dahormey Basin, Nigeria

¹Kankara, I. A. & ²Mubarak, N. M


¹Dept. of Geography and Regional Planning, Federal University Dutsinma

²Dept. of Environmental and Petroleum Geochemistry, Newcastle University, United Kingdom

Abstract

In this present study, the analysis of the bituminous bearing sediments show extreme lithofacies variation and bitumen concentrations, indicating that the singular control on bitumen saturation and distribution relate to facie changes as influenced by depositional condition. Bitumen saturation for successive oil foot interval range between 16wt % to as low as 2wt %. Four (4) litho-facies types have been recognized within the outcrop band and to depths of 130m. Parameters for characterization include: dominant grain size, clay percentage and degree of bitumen saturation, which are silty sands, coarse to medium-grained sands, clayey sands, and arkosic sands. Thus, litho-facies distribution maps are important in maximizing mining and extraction technologies to be applied which were also supplied. The methodology applied for the study was mainly primary data based on the field survey and the samples gathered and interpreted. It is recommended that the government must invite foreign investment into the country to patronize our home-made raw materials, and it must also review the entire sales and purchase procedure for blocks to make participation easier and development achievable.

Keywords: *Tarsands, Bitumen, Exploration, Opportunities, Nigeria*



Group Design Centre as a Perimeter for Textile Design Production

Dr. Ovetowai Efajemue

*Department of Fine Art and Design,
University of Port Harcourt*

Abstract

The textile studios in Tertiary Institutions in Nigeria are ill equipped in equipment and materials to train students that can fit to the textile industry. The United Textiles Ltd is a merger between Nichemtex textiles Ltd, Lagos and United Textiles Limited, Kaduna in 2003. The two factories located in Kaduna and Lagos were bought by a Chinese businessman. The Kaduna factory was closed down and the equipment moved to Lagos. The textile mill commenced production in 2004, with the factory located at Ikorodu and the design studio located at Marina, Lagos. Various tertiary institutions in Nigeria train textile designers that are expected to work in the Textile Mills and other cottage industries. The structure of motifs generated in the school studio should form the bed rock of the Industrial Design Studio based on the fact that the tertiary institutions are research based, hence they are expected to meet the expectations of the clients for onward transmission to the general public. It was discovered that most of the designs produced in the industry are brought in by the clients and their source cannot be determined and few from the industrial design studio. The researcher went on a field trip to investigate the process of design production and compare it with fabric design in Tertiary Institutions with a view to ascertain the level of hand sketches to computer productions. There are two sets of design production in the industry: client design and studio design. There are variations in the two sets of designs but the designs are in variance with school studio designs. The advanced countries have used the Group Design Centre to regulate design productions in the studio and industry to avoid piracy of designs. The Group Design Centre is not applicable in Nigeria and is recommended as a regulatory body to save studio designers and the textile industry.

Keywords: *Group design center, Perimeter, Textile design production*

Compensation Strategy: a Tool for Higher Performance in Nigerian Business Organisations

¹Itoya Joy & ²Nwabuzo Ephraim

¹Department of Business Administration, Ambrose Alli University, Ekpoma, Edo state

²Department of Marketing, Delta State University, Asaba campus

Abstract

Means to improving productivity and organizational performance has been at the forefront of management debates in the recent times. One of the most important human resource management function capable of enhancing the productivity and growth of an organization is the compensation strategy. This study therefore aims to examine the extent to which compensation strategies can enhance performance of Nigerian business organisations. A model developed aims to regress compensation strategies (Pay for Performance, Incentive Pay, Broad banding, Gain Sharing, Team based pay and Competence and skill based pay) on the organisational performance. 360 Likert-type questionnaires were distributed to the employees of selected Business Organisations in Edo State, Nigeria. Results from regression analyses revealed that compensation strategies have a very high explanatory power on organisational performance in Nigeria. Further analyses showed that all the independent variables have positive effect on organisational performance. The study therefore conclude that compensation strategies is a veritable tool for enhancing organisational performance in Nigeria.

Keywords: *Compensation Structure, Employee performance*

Continuous Auditing Fraud Detection System in Nigerian Tertiary Institution using Multi-Agent and Data Mining

¹Amanze, Bethran. C., ²Onukwugha, Chinwe. G (PhD) & ³Etim, Emmanuel, O.

¹Department of Computer Science, Imo State University, Owerri

²Department of Computer Science, Federal University of Technology, Owerri

³Department of Computer Science, Abia State Polytechnic, Aba

Abstract

Data mining is a popular way to combat frauds because of its effectiveness. Data mining is a well-defined procedure that takes data as input and produces output in the forms of models or pattern. Intelligent agents for fraud detection can be applied to many areas. One of these areas is continuous auditing. Continuous auditing is a promising field which can automate the auditing process and provide audit reports on a continuous basis. One of weakness of continuous auditing is the possible management fraud problem. Due to the lack of human intervention, management frauds are more likely to occur. A multi-agent system for fraud detection will solve this problem. Agents will deploy in supply chain partners' sites, at the institution's general ledger level, and at the institution's financial statement level. The agents at the partner's sites can monitor the transaction activities. And they will also interact with general ledger level agents to verify the data accuracy, if there is some unusual transaction, these partner site agents will signal an alarm. After a transaction is completed, all the transaction data will be collected by the general ledger level agents and then delivered to the financial statement level agents. After the delivery, the financial statement level agents will summarize the information will create a set of financial statements. Then agents will compare the data in the reports with those in historical financial reports to check the overall reasonableness. If the data are suspicious, the agents at the financial statement level will alert the human auditor. All these agents will be created and deployed by the institution firms to ensure the auditor's independence. The agents at the general ledger level and the financial statement level should be at institution-complaint. With the agents' aid, analytical procedures, substantive tests of balance, and the test of details of balances can be performed automatically. The financial data are double-checked, both with historical data and with partner's information, to prevent management fraud.

Keywords: *Auditing Fraud, Detection System, Nigerian Tertiary Institution, Multi-Agent, Data Mining*

Data Mining and its Application in Banking Industries in Nigerian

¹Amanze, Bethran, ²Eze, Irene, ³Ariahu, Chinwe & ⁴Dennis, Mary

¹Department of Computer Science, Imo State University, Owerri

²Department of Computer Science, Imo State polytechnic, Umuagwu

³Department of Computer Science, Akanu Ibiam Federal Polytechnic, Unwana Afikpo

⁴Department of Computer Science, Imo State University, Owerri

Abstract

The banking industry has undergone various changes in the way the conduct the business and focus on modern technologies to compete the market. The banking industry has started realizing the importance of creating the knowledge base and its utilization for the benefits of the bank in the area of strategic planning to survive in the competitive market. Data mining is new and powerful technology of extracting useful information from large databases. It helps in improving business decisions, enhance the value of each customer and help in customer requirements. The aim of this paper is to give a view on uses of data mining in detecting bank frauds which can be harmful to bank in future and also to find those transactions which can be useful for bank. This paper provides an overview of the applications of data mining to enhance the performance of some of the core business processes in banking industry and different frauds in banking. The banking industries consist of public industry, private industry and foreign industries, apart from smaller regional and co-operative banks. IT-based banking products, services and solutions are available in market. Phone banking; ATM facility; credit, debit and smart cards; Internet banking and mobile banking; SWIFT Network and INFINET Network are most common in banking, connectivity of bank branches to facilitate anywhere banking.

Keywords: *Data mining, banking industry, fraud detection, phone banking.*

Financial Reporting Quality of Listed Oil Companies in Nigeria: an Empirical Investigation using Ohlson Model

Dr. Mahmoud Ibrahim

*Department of Accounting, Faculty of Social and Management Sciences,
Bauchi Campus, Bauchi State University, Gadau*

Abstract

This study provides empirical investigation on the value relevance of financial reporting quality reported by oil firms in Nigeria and how such information influences the share value of the firms. The study uses the Ohlson Model to establish the degree to which the accounting information of oil firms influences the share price valuation of the firms. Listed firms in Nigeria under the oil sectors are used in the study and five-year statistical data (2011-2016) relative to share prices, market values, and earnings per share of the firms are used. The findings from the study revealed that financial reporting quality of listed oil firms in Nigeria has significant value relevance to the users of the information. The conclusion drawn from inference here is that the accounting information published by listed oil firms in Nigeria has value relevance to the investors in making their investment decisions on the firms. For the accounting information of listed oil firms in Nigeria to have higher value relevance, the firms should consider improving their financial reporting quality. This will increase their share prices on the floor on Nigerian Stock Exchange. It will also accord the various stakeholders of the firms more valuable information and can improve on the value relevance of the accounting information reported by the firms. This study has also contributed to the theory by validating financial reporting quality and Ohlson Model of share valuation using Nigerian data. It has also contributed to policy recommendations by recommending to regulatory authorities, board and management to ensure that companies comply with regulatory provisions in preparing their financial statements and quality assurance. This will bring confidence in investors and attract more investments both local and foreign which will improve sustainable economic growth and development and good governance.

Keywords: *Oil Firms, Financial Reporting Quality, Value relevance, Ohlson Model, Share price.*

Impact of Social Entrepreneurship on Poverty Reduction in Nigeria: a Study of Wecyclers Social Entrepreneurship Ltd

¹Dr. U. D Mohammed & ²Ndulue, Ifeyinwa Theresa

^{1&2}Department of Business Administration, University of Abuja

Abstract

The poverty level in Nigeria contradicts the country's immense wealth and the unemployment rate in the country has also increased considerably overtime. The main objective of the study is to evaluate the impact of social entrepreneurship on poverty reduction, a study of wecyclers social entrepreneurship Ltd (WCSEL), Lagos State. Data was mainly collected from secondary sources and ordinary least square regression through the help of E-view statistical package was used to analyze the data collected. Also, personal studies from textbooks, journals, publications formed part of the source of information for this study. The research findings revealed that there is a positive significant relationship between social entrepreneurship and poverty reduction. It was concluded that social entrepreneurship represented by Providing Low-Cost Waste Collection Infrastructure, Recycling Waste for Environmental Sustainability and Provision of Social Welfare are the major determinant of poverty reduction in terms of employment opportunities. It was recommended that the management of Wecyclers Social Entrepreneurship Ltd (WCSEL) and social entrepreneurs as a whole should use the provision of Low-Cost Waste Collection Infrastructure, Recycling Waste for Environmental Sustainability and Provision of Social Welfare as way of tackling poverty by providing employment opportunities in the society.

Keywords: *Poverty reduction, Social entrepreneurship, Social welfare, Waste Collection Infrastructure, Waste recycling*

Impact Assessment of Government Empowerment Programmes on Youths Participation in Entrepreneurial Activities in Adamawa State - Nigeria: 2000-2015

Ronald Kadala Ndamu

*Department of Cooperative Economics and Management
Federal Polytechnic, Mubi, Adamawa State-Nigeria*

Abstract

Entrepreneurial activities have the potentials of stimulating economic growth, employment generation and poverty alleviation. To this end, governments at different levels and time in Nigeria came up with different programmes aimed at supporting the youth's segment of the population to participate in different entrepreneurial activities for self-reliance. Thus, this study assessed the extent of Youth's involvement in entrepreneurial activities as a result of the numerous government programmes on youth's empowerment in Adamawa State between 2000 and 2015. Data was gathered from a sample of 384 respondents, using Policy Performance Evaluation Questionnaire (PPEQ). The questionnaires were administered through participatory rural appraisal technique. Out of the 384 questionnaires administered, 376 were duly completed and returned for analysis. Simple percentage and regression analysis were employed to analyse the data collected. From the analysis, it was found that the government youth's empowerment programmes in Adamawa State have at different times supported youth's participation in entrepreneurial activities. R^2 of 0.5813 and F=statistics of 8.2242, indicates that the implementation of government youths' empowerment programmes had positive impact on youth's participation in entrepreneurial activities in the study area. The study further identified the following; lack of involvement of social partners and stakeholders; corruption; policy inconsistency; poor governance, as challenges of the government empowerment programmes in the study area. In a bid to enhance the performance of the programmes, I recommended that the Government should intensify its effort of fighting corruption in the country through adequate legislation which can empower the existing corruption related agencies to perform independently. The Local Government Councils as the third tier of government operating at the grass-root level be involved in the planning and implementation stages of all poverty related programmes in the Country.

Keywords: *Government, Empowerment, Programmes, Youths participation, Entrepreneurial activities.*

The Arrogance of Ignorance and the Pontification of Theatre for Development (TFD): a Re-Orientation of Erekiti Youths

Komolafe Ayodele Michael PhD

Department of Theatre Arts / Music

Lagos State University, Ojo

Abstract

The growth and development of a community depends on the people (both young and old) that inhabit that area. Their level of education, mindset psyche and God given resources all come together to enhance that locality. The enhancement could be in a positive and progressive manner or a negative drive that could destroy the cooperate existence of such area. The Erikiti youths are caught up in this dilemma of development through their collective stand, utterance and actions. Theatre especially theatre for development swung into this dilemma by dissecting and properly analyzing the situation and giving education, elightment and empowerment where necessary after first demystifying the myths created around the problem. This was achieved through the Boalian theory.

Keywords: *Arrogance, Ignorance, Pontification, Theatre for Development, Orientation.*



The Role of Information and Communication Technology (ICT) in the Development of Small and Medium Scale Enterprises: Evidence Enugu State, Nigeria

Eneh, Nnajiofor C. J.

*Department of Management, Faculty of Business Administration,
University of Nigeria, Enugu Campus, Enugu, Nigeria.*

Abstract

The purpose of this study is to determine the role of ICT in development of small and medium scale business in Enugu metropolis. The survey research method was considered appropriate and was adopted for the study. A sample of respondents was randomly selected from the study population which comprised all small business proprietors registered in Enugu. Data were collected from both primary and secondary sources. The major instruments for data collection is questionnaire. Data were presented in tables as frequency distribution. In the analysis, the techniques of percentage and frequency were applied. The Z – test was applied in testing the hypotheses. The major findings of the study include low awareness and adoption of ICT by small business operators. ICT facilitates information management and volume of business information, access to global markets and speedy communication of business information. It also expands market, reduces transaction costs and open new sources of supply, markets and customers for small businesses. The consideration drawn is that ICT plays a significant role as it enhances the development of small businesses.

Keywords: *ICT, Development, Small and Medium Scale Enterprises*



Towards Maintenance of Pottery Development on Ibibio Land, South-South, Nigeria


Dr. John J. Umoh

*Department of Fine Arts & Design
University of Port Harcourt*

Abstract

The people of Ibibio land, South-South Nigeria have practiced pottery for a very long time but it thus appears that with civilization which brings about modern equipment, technology and wares, the enterprise will go into extinction within a very short time. Marrying tradition with modernity has been suggested as a measure to save the industry but the importation of the modernity is gradually making the traditional pottery wares to lose their traditional qualities and demand. It is therefore the intention of this paper to suggest a way of marrying tradition with modernity so that the Ibibio traditional pottery wares will not lose their traditional accent and demand. This will save the enterprise from going into extinction thereby rendering the potters jobless.

Keywords: *Maintenance, Pottery development, Ibibio land, Nigeria*



Insecurity in Borno State: a Threat to School System

¹Hauwa M. Dunguus, ¹Saidu Mamman Grandawa, ³Hassan Sani & ⁴Waziri Bukar

¹Department of Education Ramat Polytechnic Maiduguri Borno State, Nigeria,

²Department of Technical Education Ramat Polytechnic Maiduguri Borno State Nigeria,

³Department of Civil Engineering Ramat Polytechnic Maiduguri Borno State, Nigeria

⁴Department of Education Ramat Polytechnic Maiduguri Borno State, Nigeria

Abstract

This study is on Insecurity: a threat to school system in Borno state. Seven research questions were formulated to guide the research. The subjects used for the study consist of 100 respondents. The respondents are Teachers, Students, Parents, Principals and teaching service board (T.S.B) staffs 20 each randomly selected. The instruments used during this study were the questionnaire and percentage scores was used to analyze the data collected. Based on the analysis, the findings revealed that, insecurity is a major threat to School system in Borno State with a score of 89% to 95%. On the basis of the findings, some recommendations like Nigerian government should establish a special force that could counters the terrorism in Borno State as well as open a viable channel for information sharing between the government agencies and the individual etc were made.

Keywords: *School, Government, Insecurity, Boko Haram, Teachers*



