

INTERNATIONAL POLICY BRIEF SERIES  
SOCIAL SCIENCE AND LAW JOURNAL OF POLICY REVIEW AND DEVELOPMENT  
STRATEGIES

ISSN Print: 2315-8387

ISSN Online: 2354-1628

Vol. 7, No. 1 April, 2019

**Published by**

International Scientific Research Consortium  
United Kingdom

**Frequency:** Biannually

**Open Access Policy:** This journal provides immediate open access to its content on the principle of making research freely available to the public supports for a greater global exchange of knowledge.

**Disclaimer:** The views and ideas expressed in articles/ review are those of the authors(s) and not necessarily of the Editorial Board. Articles are published in good faith and the author(s) will be liable for any copyright infringements.

**Editorial Contact**

International Scientific Research Consortium  
**Dr. Abdulazeez D. El-Ladan**  
The Future Institute  
10 Coventry Innovation Village  
Coventry University  
Technology Park, CV1 2TL, United Kingdom

**Editorial and Advisory Board**

**Professor Charles Roland**  
International Scientific Research Consortium  
United Kingdom

**Professor Phil Marplet**

School of Humanities and Social Sciences  
University of East London, UK

**Professor S.A.M Ekwenze**

Faculty of Law  
Chukwuemeka Odumegwu Ojukwu University,  
Anambra State, Nigeria

**Dr. Mrutu Lukio**

School of Public Administration and Management  
Mzumbe University, Morogoro, Tanzania - East Africa

**Dr. Francis Banuro**

Department of Operations and Management Information System  
University of Ghana Business School, Legon - Accra

**John Nma Alui**

Department of Banking and Finance  
Kaduna Polytechnic - Kaduna State, Nigeria

**Dr. Bashir Jumare**

Faculty of Social and Management Studies  
Bauchi State University, Gadua - Nigeria

INTERNATIONAL POLICY BRIEF SERIES  
SOCIAL SCIENCE AND LAW JOURNAL OF POLICY REVIEW AND DEVELOPMENT  
STRATEGIES

ISSN Print: 2315-8387

ISSN Online: 2354-1628

Vol. 7, No. 1 April, 2019

**International Directorate of Policy & Research**

**c/o Engr. (Dr.) Diji Chuks**

Department of Mechanical Engineering

Faculty of Technology, University of Ibadan, Ibadan - Nigeria

**PT. Hussein Botchway**

University of Energy & Natural Resources

Sunyani, Ghana

**ED. Jonah Ulebor**

Lextra Education Ltd

Leeds, LS117HL, United Kingdom

admin@internationalpolicybrief.org

**Editorial Objectives**

The journal examines broad issues in Social Sciences and Law. The main objective is to provide an intellectual platform for the International Scholars. It promotes Interdisciplinary studies by publishing original research findings, review papers, conceptual framework, analytical and simulation models, case studies, empirical research and book reviews.

**Indexing/Abstracting/Library**

The journal is processed for inclusion in,

- ◆ Google Scholar
- ◆ PIAS International Fact Sheets/ Achieves
- ◆ Ulrich's Periodicals Directory (ProQuest)
- ◆ International Bibliography of the Social Sciences (IBSS)
- ◆ National Library of Nigeria cataloguing in publication data
- ◆ Brilliant International Research Library

Index, author's guidelines, ethics in publishing and ethical guidelines for journal publication see:

<http://www.internationalpolicybrief.org/journals>

<http://www.internationalpolicybrief.org/about-us/peer-review>

<http://www.elsevier.com/publishingethics>

<http://www.elsevier.com/journal-authors/ethics>

**International Copyright law:** All right reserved under the International Copyright Law. This volume is published by the International Scientific Research Consortium UK, in research league with International Institute for Policy Review & Development Strategies. This journal-its cover page design and content may not be used or produced in any manner without written permission from the International Institute for Policy Review and Development Strategies.

**Reference:** We accept American Psychological Association (APA) and a double or triple in text citation (Stephen, 2012 or Stephen, 2012: 14)

# CONTENTS

## PAPER TITLE/AUTHOR(S)

1	<b>National Assembly and Cost-Effective Representative Democracy in Nigeria: The Way Forward</b> <sup>1</sup> Inuwa Abdu Ibrahim, <sup>2</sup> Murtala Mohammed Alamai, <sup>3</sup> Mahmud Adam & <sup>4</sup> Hussaini Adamu Hussaini	1
2	<b>Workforce Diversity and Employee Continuance Commitment of Selected Deposit Money Banks in Lagos State, Nigeria</b> <sup>1</sup> Oduyoye Oluseyi, <sup>2</sup> Asikhia Olalekan, <sup>3</sup> Binuyo Adekunle & <sup>4</sup> Olajide-Arise Temi	8
3	<b>Ecology of Election Administration and the Performance of Electoral Management Body in Nigeria's Fourth Republic</b> Ejalonibu, Ganiyu Layi	21
4	<b>The Effects of Communal Clashes on Socio-Economic Development: A Study of Erin-Ile and Offa, Kwara State, Nigeria</b> <sup>1</sup> Oladimeji David Alao, <sup>2</sup> Ayuba Gimba Mavalla & <sup>3</sup> Ayodele Dele Akinnusi	46
5	<b>Human Factor Dimensions and Workplace Climate of Food and Beverage Firms in Lagos State, Nigeria: An Empirical Paper</b> <sup>1</sup> Kuforiji, A. Aramide, <sup>2</sup> Egwakhe, A. Johnson & <sup>3</sup> Binuyo, O. Adekunle	60
6	<b>Beyond the West African Region: A Critical Review of the Nigeria's Leadership Role in Political Stability and Peace-Keeping</b> <sup>1</sup> A. G. Umar Kari, <sup>2</sup> Severus Ifeanyi Odoziobodo & <sup>3</sup> Ogbu Collins	76
7	<b>The Changing Pattern of Palm Oil Production in Nigeria</b> <sup>1</sup> Aminu Bakari Buba & <sup>2</sup> Misbahu Sa'idu	87
8	<b>Governance and Social Order in Traditional Societies: Lessons for Modern Political Institutions in Nigeria</b> <sup>1</sup> Raimi Lasisi & <sup>2</sup> Samuel Aretha Rekiya	100
9	<b>A Cognitive Study of Political Corruption in Emeka Nwabueze's <i>A Parliament of Vultures</i> and the Nigerian Development</b> <sup>1</sup> Frank Ifeanyichukwu Amiriheobu, <sup>2</sup> Felix Nnamdi Agbata & <sup>3</sup> Grace, John Ogbonnaya	115

# CONTENTS

PAPER TITLE/ AUTHOR(S)		
10	<b>Insecurity: Major Challenges to Democratic Development in Nigeria</b> Oyeyemi, Olukunle John	130
11	<b>Local Government Autonomy: A Panacea for Rural Development in Nigeria</b> <sup>1</sup> Arugu, L.O. & <sup>2</sup> Eke, D.I.	136
12	<b>Innovations in Election Administration in Africa: A Review of Nigeria's 2015 General Elections</b> <sup>1</sup> John Kalama & <sup>2</sup> Eyikorogha Queen	144
13	<b>Citizen Participation and Policy Process in a Fragile State: Experience from South - West Nigeria</b> Okewale Raheem Akanni Adewale	158