



**6TH GLOBAL RESEARCH CONFERENCE  
ON AFRICAN DEVELOPMENT POLICIES  
AND STRATEGIES**

African Development in 21st Century:  
*Issues, Challenges & Prospects*

**CONFERENCE  
PROCEEDINGS**

**WEDNESDAY 27TH - THURSDAY 28TH JANUARY, 2021  
SOKOTO STATE UNIVERSITY, NIGERIA**



# 6TH GLOBAL RESEARCH CONFERENCE ON AFRICAN DEVELOPMENT POLICIES AND STRATEGIES

## THEME

African Development in 21st Century: Issues, Challenges & Prospects

**DATE:** 27th - 28th January, 2021

**TIME:** 10:00 am

## CHIEF HOST

**Prof. Sani Muhammad Dangoggo**

Vice Chancellor,  
Sokoto State University

## LEAD SPEAKER

**Chukwuemeka J. Diji, PhD**

Deputy Vice-Chancellor  
Research, Innovations, Consultancy & Extension  
Kampala International University

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# **6TH GLOBAL RESEARCH CONFERENCE ON AFRICAN DEVELOPMENT POLICIES AND STRATEGIES**

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### **DAY ONE – Wednesday 27th January, 2021**

#### **OPENING SESSION/PLENARY**

Conference Registration	- 8:00am – 9:00am
Opening Prayer/Welcome Remark	- 9:00am – 9:15am
Institutional Brief/Chairman's Opening Remark	- 9:15am – 9:30am
Research Training	- 9:30am – 12noon
Launch Break/Group Photograph	- 12noon – 1:00pm
Plenary Session	- 1:00pm – 4:00pm
Policy Review Session	- 4:00pm – 5:00pm

### **DAY TWO – Thursday 28th January, 2021**

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Research Training	- 9:30am – 12noon
Launch Break/Group Photograph	- 12noon – 1:00pm
Plenary Session	- 1:00pm – 4:00pm
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# Conference Abstracts

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# The Impacts of Social Media on the Performances of Students of Tertiary Institutions in Yobe State, Nigeria (a Case Study of Yobe State Polytechnic, Geidam, Colleges of Education, Gashua and College of Administrative and Business Studies, Potiskum)

**Abba Muktar**

*Departments of Public Administration,  
Mai Idris Aloomo Polytechnic PMB 1020, Geidam, Yobe State, Nigeria*

## Abstract

The introduction of usage of internet facilities in tertiary institutions in Yobe state of Nigeria is a recent development compared with other institutions of higher learning in the north-east region and Nigeria at large. Though recent, this development resulted in the emergence of social media sites which are impacting negatively on students' performances at this level of education in the state. The research examined the impacts of social media on students' performances in tertiary institutions in Yobe State. Yobe State Polytechnic Geidam, Colleges of Education and Administrative and Business Studies at Gashua and Potiskum respectively, were the subjects of investigation in the research. This research is conducted with the use of quantitative research methodology, where a survey questionnaire was distributed among students of the three tertiary institutions. The total of 100 samples was used for the analysis which were randomly selected from three cluster units. Secondary and primary sources of data were utilized in the study. The research found out that social media especially Facebook, whatsapp, 2go, Twitter, Instagram, We Chat, and etc. have negative effects on students' academic achievements and their engagement in academic activities in the institutions mentioned above. Part of the recommendations made by this research includes the restriction of internet usage for social media in these institutions by the managements of the schools.

**Keywords:** *Evaluation; Impacts; Social Media; Academic achievements; Performances*

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## Trilemma Policy Paths and Real Output Nexus in Nigeria

**Ali Kole**

*Department of Marketing,*

*Mai Idris Aloomo Polytechnic, P.M.B. 1020, Geidam, Yobe State.*

### Abstract

This study examined the nexus between the policy trilemma and its effects on real output in Nigeria. The study employed annual data spanning from 1990 to 2017. International reserve has been included in the model due to its importance as noted in the literature. Following Hsing (2012) and Ajogbeje, Adeniyi and Egwaikhide (2018), Vector Autoregression (VAR) model was employed and specifically Autoregressive Distributed Lag (ARDL) bound test for cointegration was used. Data for the study was obtained from Aizenman, Chinn and Ito (2013), CBN Statistical Database and IMF International Financial Statistics Database. The study found a mix significant results between exchange rate stability and real GDP. The study further revealed that both monetary policy independence and capital account liberalization independently exert a significant and positive impact on real GDP but interactively they significantly reduce the level of real output in the economy. The nexus between international reserve and real GDP was positive and significant. Therefore, the study recommends that for Nigeria to feel the positive impact of her trilemma choice on the economy, policy makers should strive to pursue the policy combination consistently and buffered the economy with a robust external reserve to cushion the effects of abrupt change in capital flow and exchange rate shocks.

**Keywords:** *Trilemma; Exchange rate stability; Monetary policy independence; Capital account liberalization; International reserve; Real GDP*

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## The Importance, Challenges and Issues of Infopreneurship Training for Library and Information Science Students

<sup>1</sup>Saidu Ali, <sup>2</sup>Sanda Grema Geidam & <sup>3</sup>Salamatu A Baba

<sup>1,2&3</sup>*Fane-fane library, Mai Idris Aloomo Polytechnic Geidam*

### Abstract

Peoples around the globe are being affected by constantly been drove by the modernisms and new products that entrepreneurs convey to the market. This study emphasis on some professional chances that library and information science students can venture into as entrepreneurs in the present-day society. It also highlighted the skills needed for LIS students in becoming an infopreneurs and also features of infopreneurship. The paper recommends that LIS graduates should acquire entrepreneurial philosophy and attitude and also acquire certain ICT skills in order to take advantage of the opportunities in the profession, so that they realized independent and remain relevant in their profession. It also highlights the concept infopreneurship, and its various features that library and information students should use to be self-employed in the society.

**Keywords:** *Entrepreneurship, Infopreneurship, Library Science, Students, Training*

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## The Impact of Insurgency and Violent Conflict on Women and Children in North-East Nigeria

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### Abstract

The inability of the Nigerian state to meet the needs of its citizen through the provision of basic necessities of life such as food, portable drinking water, shelter, health, road, education to mention but a few has led to the emergence of many ethnic and militia groups i.e. militants in the Niger Delta, IPOB in the southeast and the most declared worldwide terrorist group known as Boko Haram insurgents challenging the national security and cooperate existence of state. The resultant effects of the insurgency have been on the vulnerable women and children in northeast region of Nigeria. The objective of the study, therefore, was to examine the impact of insurgency and violent conflict on women and children in northeast region of Nigeria with a view to offer a solution to the problem. The methodology adopted in this study was qualitative method through the secondary instrument of data collection. The findings revealed that the insurgency impacted negatively on women and children in the region. The research drew attention to the urgent need for the provision of basic needs for the Nigerian populace.

**Keywords:** *Insurgency, Violent conflict, Boko Haram, Impact, Women and Children*

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## The Impact of Innovation on Small and Medium Enterprises Growth

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### Abstract

The role of Innovation on small and medium enterprises (SMEs) growth is inevitable in any form of business organization. Innovation has to do with a new idea, creative thought, and new imaginations of device of production of new product to add value to its customer. Innovation save as rebirth of product and reintroduce product in new look. This study has assessed the impact of innovation in growth of SMEs in Yobe State Nigeria. Structured questionnaire was used to gather the data; random sampling method were also adopted in surveying the 100 number of respondent. The finding shows significant relationship between innovation of product and production device and small and medium Growth, the result shows there is a relationship and the relationship is medium and positive. Moreover, therefore there is impact of innovation on small and medium enterprises Growth The innovation has highly increase the growth of the enterprises. The study also recommends the government to consider and increase funds being allocated to grow the SMEs to make more innovations.

**Keywords:** *Innovation, Growth Small and Medium Enterprises, Performance*

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## Determination of Chemical Composition and Scavenging Effectiveness of Leaf Extracts of *Terminalia Catappa* in Geidam Local Government Area of Yobe State, Nigeria

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### Abstract

Medicinal plants have been identified and used throughout human history, plants have ability to synthesize a wide variety of chemical compounds. Many of which are efficacious and contain compounds that are potential drugs which require further examinations. Plants are rich in a wide variety of secondary metabolites such as tannins, terpenoids, alkaloids and flavonoids etc., which have been found to possess antimicrobial properties *in vitro*. Antioxidants are molecules that inhibit or quench free radical reactions and delay or inhibit cellular damage. Although, almost all organisms possess antioxidant defence and repair systems that have evolved to protect them against oxidative damage, these systems are insufficient to prevent the damage entirely. However, antioxidant supplements, or foods containing antioxidants, may be used to help human body reduced oxidative damage. Studies on the nutritional value and biological activity of the kernel of *Terminalia catappa* revealed that it has a good digestibility, exerts a strong antioxidant activity, possesses anti-HIV properties, anti-asthma properties, anti-inflammatory, anti-carcinogenic, antibacterial and hepatoprotective properties. The fresh leaf of *Terminalia catappa* was air dried under laboratory condition, was ground into fine powder extracted with methanol using cold infusion method and partitioned using solvent of gradient polarities such as n-hexane, ethyl acetate and n-butanol. Methanol crude extract, n-hexane portion, ethyl acetate portion, n-butanol portion and aqueous portion revealed the presence of carbohydrate, cardiac glycoside, flavonoid, terpenoid, saponins, tannins and alkaloid. However, soluble starch, phlobotannins and glycosides were not found in the extracts. The methanol crude extract showed the percentage inhibition of 98.25 at 10ug/ml, 97.40 at 20µg/ml, 96.94 at 30µg/ml, 96.63 at 40µg/ml and 97.10 at 50µg/ml; n-butanol portion showed the percentage inhibition of 95.75 at 10ug/ml, 96.40 at 20µg/ml, 96.15 at 30µg/ml, 96.40 at 40µg/ml and 96.15 at 50µg/ml; n-hexane portion showed the percentage inhibition of 95.50 at 10ug/ml, 95.65 at 20µg/ml, 95.80 at 30µg/ml, 95.75 at 40µg/ml and 95.75 at 50µg/ml; ethyl acetate portion showed the percentage inhibition of 78.35 at 10ug/ml, 87.65 at 20µg/ml, 95.00 at 30µg/ml, 94.75 at 40µg/ml and 94.70 at 50µg/ml and the aqueous portion showed the percentage inhibition of 94.40 at 10ug/ml, 95.10 at 20µg/ml, 96.00 at 30µg/ml, 95.50 at 40µg/ml and 96.05 at 50µg/ml.

**Keywords:** *Phytochemicals, Proximate analysis, Elemental analysis, Secondary metabolites, Terpenoids, Flavonoids, Antioxidants and Terminalia catappa*

## Statistical Treatment of Student-Teacher Ratio as a Measure of Academic Performance in Mathematics for African Development

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### Abstract

Over the years, perennial problem of classroom congestion, poverty level and low classroom utilization rates in Nigeria worsen the teaching and learning of Mathematics. This paper investigates the student-teacher ratio as yardstick for students' performance in Mathematics in Junior Secondary School Certificate Examination (JSSCE). The enrolment of students, the numbers of teachers, together with students' performances in Mathematics were sampled from four schools for a period of four years. Two of the schools have an average student-teacher ratio of (50:1), with performance average of (33% - 45%) and standard deviation (11.21); while the other two have average student-teacher ratio of (18:1) with performance average of (60% - 77%) and standard deviation of (8.43). Some statistical tools like standard deviation and T-test were used to test the Null hypothesis. At significant level (0.05) and degree of freedom (14), the t-value was 0.0000517, while the p-value was 0.999922. The results of the findings show that there was significant difference in student-teacher ratio and their performance in Mathematics, and invariably, may be among the factors that account for the credible performance accounted for in the private secondary schools as against their public counterpart. The result suggested that more teachers should be hired in order to decrease the number of students per teacher so that students' achievement can be enhanced and hence, brings about National Development.

**Keywords:** *Student-teacher ratio, Students' academic performance, National Development*

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## Entrepreneurship Development in Nigeria: Challenges and Prospects

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### Abstract

Entrepreneurship development in Nigeria required a holistic approach in policy formulation and implementation due to its critical role in acceleration economic growth and development. This study seeks to discuss the prospects and challenges faced by entrepreneur in the course of their operation. The methodology adopted is the content analysis approach. Specifically, conventional content approach will rely on information and data from previous studies was employed for the study. The study observed huge infrastructural gap, epileptic power supply, lack of enabling environment, inconsistent tax policy among others as the major constraint mitigating against their ability to create jobs and consequently reduce poverty. The paper therefore conclude that appropriate government policy and conducive environment will go a long way in enhancing entrepreneurship development and reduced youth unemployment and restiveness.

**Keywords:** *Entrepreneurship, Development, Employment, Environment*

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## Assessment of Wood Fuel (Firewood and Charcoal) Consumption in Urban Areas: A Case Study of Damaturu Local Government Area, Yobe State, Nigeria

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### Abstract

The environmental effects of felling trees for use as wood fuel (firewood and charcoal) is of great concern. Loss of trees and other vegetation generally cause climate change, hence the need to address the issues. This investigation aimed to evaluate the wood fuel consumption in urban area in Damaturu township. 60 well-framed questionnaires were given to different categories of households for the purpose of data collection. The study shows that 80% of the households in the area use wood fuel alone or combined with other sources of fuel such as electricity, kerosene, gas and so on. It is recommended that the use of alternative environmental friendly energy sources should be encouraged in order to curb the effects of felling trees for use as a wood fuel.

**Keywords:** *Wood fuel, Damaturu, Alternative energy sources*

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## Problems and Prospects of Normadic Education in Geidam Yobe State

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### Abstract

The study is to find out the problems and prospect of normadic education. It will also try to find out why the normads are backwards in western education and examine the extent of the backwardness. The study will try to find out measures or conditions that will correct the situation. Furthermore, measures will be taken to find out why normads are unsettled in the area. This study is significant because the results will be constituted to the development of normadic education in general.

**Keywords:** *Normads, Normadic education, Normadism, Normadic, Unsettled, Backwardness*

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## The Impact of Working Climate on the Job Satisfaction of University Academics

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### Abstract

The purpose of this study was to investigate that whether working climate can predict job satisfaction or not among the academic staffs of Yobe State University. A Likert-type questionnaire was designed to find the predictability of job satisfaction due to working climate. One hundred and seventy-one academic staffers were selected on proportionate stratified random basis. A total 171 questionnaires were administered by the researcher, out of which 153 filled-in questionnaires are received back. Then the data was analyzed based 148 usable ones. The results of the analysis show that all the three dimensions of working climate; good supervision, workload and choice independence individually have significant positive effect on job satisfaction.

**Keywords:** *Working climate, Job satisfaction, Academics, Supervision, Workload, Choice independence*

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## Pattern of Selection and Acquisition of Resources in Academic Libraries in Borno State

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### Abstract

The study examined pattern of selection and Acquisition of Resources in Academic Libraries in Borno State, Nigeria. Four objectives and four research questions guided the study. The objectives were to determine the participants in resource selection, tools used for selection, acquisition method adopted as well as to determine the hindrance to selection and acquisition of resources in the libraries studied. Questionnaire was used as data collection instrument, all the 16 copies filled, the instrument was revalidated and its reliability tested, giving, the response rate of 100%. The research question was analyzed using descriptive statistics (content analysis). Results of the study revealed that selection of resource in the libraries understudy were mostly done via users' contribution, on the tools used for selection, the study revealed that Vendor list, Publishers' Catalogue, Reviews, Bibliography and online searching were used. On acquisition methods, the study revealed sources of acquisition as; donations, gift and exchange, purchase among others, but purchase methods cuts across all the libraries understudy. The study concluded that selection and acquisition-pattern in libraries varies from library to library. Based on the findings, the study recommended among others that; libraries understudy should endeavor to include faculty members in selection exercise, tools for selection should be reviewed, apart from purchase other means of acquiring materials should be encouraged and parent institutions should endeavor to fund selection and acquisition procedures in libraries understudy.

**Keywords:** *Pattern, Acquisition, Resources, Academic Libraries*

## Nonrenewable Energy Consumption by Local Bakeries and its Roles in Environmental Degradation

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### Abstract

Bread is among the most commonly processed foods and it is eaten in almost every household in Nigeria, irrespective of the economic status of the households. But, processing bread (baking) by local bakeries requires very large quantity of energy because of the higher temperature needed in the baking which is in the range of 250°C to 300°C. These local bakeries rely on nonrenewable energy (firewood) as their source of energy for the processing (baking). This result in felling and cutting trees for the purpose of supplying energy to sustain their operations which led to deforestation and the burning process green-house gases emission to atmosphere such as oxides of carbon and Sulphur occur which causes depletion of ozone layer and polluting the environment. In this research work, ten local bakeries were taken in Geidam town as samples and determined the quantity of firewood they are burning for each batch of baking operation and its impact to the environment. The research revealed the extent at which local commercial bakeries are contributing towards environmental degradation and the need to have an alternate source of energy that can replace firewood. Considering the abundance of sunlight in this part of the world the research suggested the need to employ sunlight which is a renewable form of energy and also friendly to environment to replace the firewood.

**Keywords:** *Bakery, Environment, Energy, Renewable, Degradation*

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## New Partnership for African Development and Poverty Reduction in Nigeria, 2009 - 2019

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### Abstract

Development strategies are judged by results. Over the years, Africa's political leadership adopted and pursued various development initiatives to translate the immense natural resources of the continent into prosperity for the benefits of her teeming population. Unfortunately, the outcomes of these efforts have been abysmal. This study assessed the achievement of the New Partnership for African Development (NEPAD) in curtailing poverty in Nigeria from 1999-2015. The paper adopted the theory of the postcolonial state of Africa to explain the increasing rate of poverty in Nigeria, despite the NEPAD poverty reduction ambition. The study is anchored on documentary methods of data collection. The paper concludes that genuine poverty reduction can only be realized when Nigeria political leadership sincerely invests in her human resources in terms of genuine empowerment of the populace through skill acquisition.

**Keywords:** *New Partnership, African Development, Poverty Reduction, Skill Acquisition, Nigeria*

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## Impact of Insecurity on the Realization of Sustainable Development Goals in Sub-Sahara Africa

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### Abstract

This article aims to assess the impacts of insecurity as it hinders Sub-Sahara Africa from the realization of Sustainable Development Goal number two (SDG 2) as well as examining the poverty alleviation strategies by subsistence farmers in Nigeria. Widespread hunger and poverty continue to be among the most life-threatening problems confronting mankind. Available statistics show that global poverty remains a serious challenge around the world. Across the globe, one in five people lives on less than \$1 a day and one in seven suffers from chronic hunger. Similarly, the developing world is adversely affected by poverty and hunger. In the sub-Saharan Africa, research has revealed a higher prevalence of hunger, malnutrition, poverty and food insecurity. SDG 2 focuses more on eliminating hunger and promoting sustainable agriculture. The study employed an exploratory design and a qualitative method. Snowball sampling was used in selecting relevant sources which led the researcher to other research work on the same field through keywords and reference lists. The researchers employed discourse analysis to analyse data. The study discovered that there are numerous potential effects insecurity and climate change could have on agriculture. It affects crop growth and quality and livestock health and destabilizes even the farmers. Farming practices could also be affected as well as animals that could be raised in particular climatic areas. The impact of insecurity and climate change as well as the susceptibility of poor communities is very immense. The article concludes that insecurity and climate change reduces access to drinking water, negatively affects the health of people and poses a serious threat to food security.

**Keywords:** *Insurgency, Development, Poverty*



## Construction of an Electrical Stove with Three-Oven Apartment

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### Abstract

This paper was designed to construct an electrical stove with three-oven apartment. The paper was aimed at solving problems often encountered in cooking and drying as well as finding an alternative means of replacing the use of kerosene and gas for cooking and drying which are often not affordable due to the cost of these products. However, this paper employed the use of electricity as an alternative means of cooking and drying. Moreover, the analysis of each stage of the development of this electrical stove was clearly described and the result of the construction was favourable compared to the existing ones. It was discovered that it stands the taste of time and the cost analysis also improve to a large extent to be relatively cheaper than most of the modern cookers and ovens for domestic use.

**Keywords:** *Construction, Electricity, Electrical stove, Three-oven*

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## Multiple Regression Analysis on Impact of Social Factor and Economic Growth on Healthcare Cost (a Casa Study of Yobe State of Nigeria)

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### Abstract

Health is one important factor in the development of human capital. Good health will lead to increased levels of productivity. This study was conducted to investigate the relationship between health care expenditures and social factor and economic growth in health expenditure. This study used secondary data from the World Bank Indicators and National Bureau of Statistics. the ordinary least square multiple regression analytical method was used to examine the relationship between health care expenditures and social factor and economic growth. The data analysis showed a significant and positive relationship between health care expenditures and social and economic. The study thus recommended that Yobe policy makers should pay closer attention to the health sector by increasing its yearly budgetary allocation to the sector. nevertheless the key to good results lies not in ordinarily increasing particular budgetary allocation but rather in implementing a public finance system that, to the extent possible, links specific expenditure and revenue decisions and ensure the usage of the allocated fund as transparently as possible.

**Keywords:** *Regression Analysis, Social Factor, Economic Growth, Healthcare Cost*

## Causes of Indiscipline Behaviours of Primary School Pupils in Maiduguri Metropolis of Borno State, Nigeria

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### Abstract

Indiscipline in education sector or any other is a detriment towards national development of any nation, hence educators and policy makers need to reassess the graveness this phenomenon pose, so as to provide a lasting remedy. This research study examined the causes of indiscipline behaviours of primary school pupils in Maiduguri metropolis Borno State. To achieve the purpose of the study four research objectives were formulated to guide the four research questions, which are on the types and causes of primary school Pupils indiscipline behaviours, the strategies teachers use as a style of classroom management and the strategies teachers should use for curbing indiscipline. The researchers adopted survey research design and use simple random sampling to select a sample of one hundred (100) teachers as participants. Questionnaire was employed as the research instrument to find out the types, causes, teachers style of classroom management and the strategies teachers should use for curbing indiscipline behaviours primary school pupils. The results were tabulated and analyzed using frequency counts and percentage. Based on the results of the findings however, the causes and types of indiscipline behaviours displayed by primary school pupils were revealed. The researchers also recommend some possible solutions to the problems of indiscipline behaviours of primary school pupils so as help reduce or possibly eradicate the problems of indiscipline behaviours of our primary school pupils in Maiduguri of Borno State and Nigeria as a whole.

**Keywords:** *Causes, Indiscipline, Pupils, Behaviour, School*

## Efficient and Effective Public Services Delivery Through Work Attendance in Bursari Lga of Yobe State

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### Abstract

Efficient and effective services are ideal concepts that are very much vital for the attainment of social, political and economic development of every organization. Effective and efficient public services delivery are two important tools for fostering good governance. Local government as a third tier of government in Nigerian federal structure are fraught with poor management, lack of qualified personnel and autonomy which culminated in inability to provide effective public service delivery. Evidently, Bursari LGA employees do not often function according to indigenes expectations due to inadequate record (attendance register) of their movements during working hours (entry and exit). Indigenes are very much dissatisfied with the public service delivery system. Traditional rulers in collaboration with Youths Assembly of Nigeria (YAN), Bursari Elders Forum (BEF), Religious Leaders (RL) and Fulani Socio-political Group (Miyatti Allah) are urging government to fix the vexed issues surrounding the employees' absenteeism in order to deliversocial services to the people at the grassroots. The objectives of the study are to determine the anomalies of staff absenteeism, signature forgery and Godfatherism. The research revealed that taking attendance of 'in and out' system will reduce the employee's absenteeism and at same time enhance their productivity, this measure can be effective in ensuring public service delivery and updating the status of indigenes satisfaction which will ultimately reflect the good governance policy to be implemented, maintained and sustained. The study recommends that, the local government authority should install biometric time and attendance system, presence of an employee management system support relationship between the organization and its workforce, fringe benefit, seminar opportunities should be given to the rank and file so as to encourage them for a better result. In the same vein, the research recommends "sticks and carrots principles in punishing the recalcitrant staff and rewarding the punctual staff.

**Keywords:** *Attendance Management, Time management, Absenteeism, Accountability, Productivity, Punctuality, Bursari local Government*

## Mathematics Education as a Tool for Technological Development, Self-Reliance and Sustainable Development in Gombe State

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### Abstract

The development of any nation depends on her scientific and technological advancements. Therefore, the paper examined the role of mathematics education on the technological development, self-reliance and sustainable development in Gombe state. A total of two thousand, six hundred and fifty (2,650), respondents consisted of Gombe State Ministry of Education officials, parents, principals, vice principals, teachers, students and others from forty (40) each of junior and senior secondary schools purposively and randomly selected and used for the study. Data collected using well designed and open ended questionnaire and analyzed using frequency counts, percentages and regression analysis statistical tool to answer the research question and to treat the research hypothesis of the study at 0.05 alpha level of significance revealed that there is effect of mathematics education on the technological development, self-reliance and sustainable development in Gombe state. Recommendations were given based on the findings of the study, since mathematics is the bedrock of scientific and technological development of any nation

**Keywords:** *Mathematics, Technological, Self-reliance and Sustainable development*

## The Factors Influencing the Choice of Career Among Secondary School Students: A Case Study of Geidam Local Govt. Yobe State

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### Abstract

The influence of career choice has ever lasting impact on individual, a such it is good to explore those influence. This paper will investigate the factors that are responsible in career choice of an individual in three Junior secondary schools Geidam, survey method will be adopt using structure questionnaire with a sample population of 150 respondents. The data received will be analyze using simple frequency and percentage, further more base on the findings good recommendations will be put emplace.

**Keywords:** *Factors, Choice of Career, Secondary School Students*

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## Consequences of Early Marriage on Girl Child Education in Yobe State, Nigeria

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### Abstract

**I**ntroduction: Attendance on early marriage has profound physiological and emotional consequences. The impact can be subtle and insidious and even the damage hard to access. Early marriage has effects and psychologically disadvantageous, that is the loss of adolescence; they forced sexual relationship and the denial of freedom and personal development. This study is aimed at investigating the consequences of early marriage in Geidam and environs. The study therefore, employed the survey design method and use simple random sampling to select a sample of sixty respondents. The data collected through the use of quantitative self-developed fifteen items questionnaire. The results indicate that pregnancy and child rearing affects girl-child education in Geidam local Government area because early marriage of a girl-child may interrupt the education of couples. This is, particularly so because child bearing begins almost immediately after marriage. It has also shows that girls who married at younger age tend to be from poor family, due to this poor economics background, many girls are kept at home and could not attend school. As a results of this many of these girls are married at tender age, the dowry which is obtained from such marriage is used in maintaining the family for some time. The respondents further agreed that community leaders should educate and create awareness on formal school system to the parents, this can be done through religious leaders and community leaders to mobilise their followers and members the dangers behind marrying their daughters at early ages.

**Keywords:** *Early marriage, Consequences, Girl child, Education, Poor family*

## Effect of Ethical Leadership on the Organizational Commitment of Yobe State University, Nigeria

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### Abstract

Today's organizations are facing the challenges of competing with each other due to globalization. Competitiveness of an organization depends on how the organization gain competitive advantage over others, and how its leaders influence their subordinates and ensure that they have a workforce with higher level of organizational commitment, which will ultimately lead to the success of organizations especially in education sector (higher educational institutions), hence, it is considered as backbone of development of any nation. This study examined the relationship between ethical leadership and employees' organizational commitment among academic staff of public universities in (YSU) Nigeria. The quantitative research design was used in this study, where a survey questionnaire was distributed among academic staff. The total of 196 samples was used for the analysis. In order to analyze the data, two statistical software were used namely SPSS version 25.0 and Smart PLS version 3.2.8. The results indicate that ethical leadership is being practiced in YSU at a moderate level. Furthermore, organizational commitment was also perceived to be found at a moderate level. The study also found out that ethical leadership had positively and significantly influenced organizational commitment. Implication of this study is the contribution of ethical leadership to organizational commitment in HEIs. Ethical leadership should therefore be applied and practiced by school leaders to improve the success of organizational commitment and consequently improve the performance of HEIs in Nigeria.

**Keywords:** *Ethical Leadership, Organizational Commitment, Yobe State University*

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## Refuse Disposal and Management in Geidam Town, Yobe State, Nigeria

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### Abstract

The study investigates and assessed the refuse management: and disposal system in Geidam Local Government Area, Yobe State. Three objectives and three relevant related literatures were reviewed on the topic of the study. Three research questions were asked. Survey method design and simple random sampling technique were used to select a sample of 140 respondents from three wards evenly. Quantitative data collection was applied. The quantitative data were collected using 23 items questionnaire, data collected were analysed with frequencies and simple percentages. The findings of the study showed that, most of the people use incineration method of the refuse disposal. The study also revealed that, the government (both state and local) do not regularly collect and disposed-off the refuse. The overall analysis of result showed that, there was no proper refuse disposal and management system in the area studied. And it is recommended that refuse was also over dependence on government for the collection, disposal and evacuation of the refuse.

**Keywords:** *Refuse, Disposal, Management, Incineration, Collection*

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## Environmental Sustainable: A Step to Green Buildings

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### Abstract

The term green building is used to describe buildings, that are designed, constructed and operated to have a minimum impact on the environment both indoors and outdoors. Most discussions of green building refer to the importance of providing an acceptable if not exceptional indoor environment for the building occupants, however these discussions of indoor environment quality have not included many specific recommendations or criteria for building design, Architectural design, construction, health and safety operation. Building projects described as green building demonstrations often make reference to indoor air quality but these references are often general and qualitative in addition, rating systems that have been developed to assess the “greenness” of a building are based largely on design features in relation to environmental sustainability. No entity that presides over avoidable work place injuries illness or death can ever claim to be environmental sustainable and green building construction to be considered sustainable. Construction safety and health concepts must be integrated into upstream considerations of green building within the construction industry the green building concept evolved and it is now gaining momentum rapidly across the globe. Green building involves a building which incorporates environmental sustainability into every stage of the building constructions with the objectives to protect occupant, health, improve air quality and environmental impact, current green building and design practices are primarily aimed at minimization environmental and resource impacts and improving the productivity of a building use wisely natural resources and reduce the environmental degradation.

**Keywords:** *Sustainable buildings, Green buildings, Improve air quality, Green construction*

## Impact of Community Development Projects in Livelihood Restoration in Geidam Local Government, Area

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### Abstract

This study will examine the impact of community development projects in restoring livelihood at Geidam Local Government, Area. The objectives of the study are to ascertain the extent of the effects of the community development projects on the livelihood restoration process in Geidam Local Government Area. Also, to examine the challenges in providing the community development projects in Geidam Local Government, Area and to proffer possible solutions to address the challenges hindering the total socio-economic recovery of the Geidam community. The study will employ a survey approach using questionnaire, interview and direct observation method on selected community members in Geidam and its localities. The scope of this study will span from 2016 to 2019.

**Keywords:** *Community; Development; Project; Restoration; Livelihood; Geidam*

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## The Effect of Corona Virus (COVID-19) on Educational Sector in Nigeria (Study on Mai Idriss Aloomo Polytechnic Geidam)

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### Abstract

Matters of Corona virus (COVID 19) are topical issues in today's world and Nigeria in particular. Prior to COVID 19 struggle was going on to ensure young children stay in school and have access to proper education, as Nigeria contributes approximately 20% of the total global out-of-school population. COVID-19 is a disease caused by a new strain of coronavirus. 'CO' stands for corona, 'VI' for virus, and 'D' for disease. Formerly, this disease was referred to as '2019 novel coronavirus' or '2019-nCoV.' The COVID-19 virus is a new virus linked to the same family of viruses as Severe Acute Respiratory Syndrome (SARS) and some types of common cold. The purpose of the study was to examine the damaging effect of Corona virus (COVID 19) on educational sector in Nigeria and the need for all educational institutions, educators, and learners to adopt technology, and improve their digital skills in line with the emerging global trends and realities in education. Finally, the study helps to keep students, teachers, and staff safe at school and help stop the spread of this disease.

**Keywords:** *Education, Coronavirus, Social media and Internet*

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## Comparative Analysis on Demand for Money: Empirical Evidence from South Africa

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### Abstract

This study estimates real intermediate money demand (RM2) and real broad money demand (RM3) for South Africa from 1990Q1 to 2015Q4. ARDL bound test for cointegration model developed by Pesaran, (2001) was employed. The results show a long run relationship between real money demand (RM2 and RM3) and their determinants (real GDP, inflation, interest rate and exchange rate) in South Africa. Comparatively, the model for RM2 was found to be more stable than RM3 because it passed all the stability and diagnostic testing. It was uncovered that, the instability of RM3 in South Africa might be the reason for deviation from its target over the years and instil a scepticism about information it provided on short and medium term inflation. Therefore, the study concluded that real intermediate money demand (RM2) is more plausible and robust to be employed in inflation targeting framework in South Africa.

**Keywords:** *Money demand; ARDL model; Cointegration; Stability; South Africa*

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## Good Governance as a Tool for Combating Violent Extremism in Post-Insurgency Period in North Eastern Nigeria

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### Abstract

The ongoing insurgency in Nigeria's north east region bears features of violent extremism. Though, the conflict has not ended but the role good governance is expected to play in combating violent extremism when the insurgency comes to end is a very significant issue. This study examined good governance as a tool for combating violent extremism in post-insurgency period in north east Nigeria. It used both qualitative and quantitative methods. The study found that violent extremism in post-insurgency period in north east Nigeria can be combated using good governance. It recommended the promotion of good governance through the provision of employment opportunities, effective poverty reduction programs, encouraging sustainable post-insurgency peace building mechanism through multi-track diplomacies and unbiased social, economic and political rehabilitation projects.

**Keywords:** *Combating, Extremism, Good-Governance, Post-Insurgency, Tool and Violent*

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## Incidence and Determinants of Urban Poverty in Damaturu, Yobe State, Nigeria

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### Abstract

This study assessed the Incidence and Determinants of Urban Poverty in Damaturu, Yobe State, Nigeria. A multistage random sampling technique was employed in the study. The data were collected using a well-structured questionnaire. The analysis of data was done by the use of Foster, Greer, Thorbeck (FGT) poverty index analysis, probit and logit regression models with marginal effects. The study discovered from the FGT index that the incidence of poverty stands at 70.24%, while both probit and logit regression models revealed that the age of household heads and farm size are negatively and highly significant at 1% levels of significance. The Age of household head and farm size revealed an inverse results of (-0.0453868, -0.0774235, -0.0146508) and (-0.2053323, -0.3476851, -0.657922) from the probit, logit and marginal effects results respectively. This means that as these variables increase, so also the households' poverty situation decreases, leading to a down drift of poverty level in the study area. Variables like Gender, Marital Status, Household size, Educational Status, dwelling type, and Occupational status of the household head are also determinants of poverty in the study area but are insignificant in both models. The research therefore recommends that a serious people intervention policy at Federal, states, and local government areas targeting on those below the poverty line in urban areas of the country with emphasis to Yobe State should be addressed among others.

**Keywords:** *Poverty, FGT Index, Probit regression, Logit regression, Damaturu, Nigeria*

## The Role of Dividend Policy in Determining the Market Value of Share of Listed Industrial Goods Companies in Nigeria

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### Abstract

This study examines the role of dividend policy in determining the market value of share of listed industrial goods companies in Nigeria, the research design used as a guide is ex-post facto method, as the study entails the use of annual reports and accounts of listed industrial goods companies in the Nigerian Stock Exchange (NSE). The secondary data were sourced from the companies' financial report for the period of five years from 2013 to 2017 contained in companies' annual reports and account and all were used to compute the dependent variable (share price) while dividend payout ratio and dividend yield as proxies of independent variable respectively. Regression analysis is use establish the relationship between the variables by using Statistical Software (SPSS). The result showed that there is no positive significant relationship between dividend payout ratio, dividend yield and share price of listed industrial goods companies in the Nigeria. Based on findings the study recommends that the existing investors in the Nigerian industrial goods sector should from time to time; ensure extensive and critical evaluation of dividend policy as it can significantly influence their market value which has ultimate effect on the investments.

**Keywords:** *Dividend Policy, Market Value, Industrial Goods, Share Price Dividend Payout Ratio*

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## Effect of Entrepreneurship Education on Poverty Alleviation among Graduates of Ramat Polytechnic Maiduguri

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### Abstract

This study examined the effect of entrepreneurship education on poverty alleviation among the graduates of Ramat Polytechnic Maiduguri, Borno State. Data were gathered through the responses of the respondents. The study used descriptive and inferential statistical tool for data analysis. The data collected was analyzed using simple regression analysis with the aid of statistical package for the social science (SPSS) version 20.0. The findings of this study revealed that there is significant effect of employment generation on poverty alleviation in the study area, there is also significant effect of wealth creation on poverty alleviation in the study area. Therefore, the study recommends that government should encourage the graduates to utilize what they acquire to be self-employed in order to reduce the rate of unemployment in the state, entrepreneurship education should be integrated into the education curriculum and be made effective at all level of education, so that employment generation will be enhance, and also government as a matter of urgency should prioritize the entrepreneurship education activities, giving it devoted practical and visible attention with a view of making it virile and vibrant, focused and productive.

**Keywords:** *Entrepreneurship Education, Poverty Alleviation, Tertiary Institution*

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## **An Assessment of the Effects of Embezzlement on Performance of Local Government Service Delivery in Yobe State**

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### **Abstract**

This paper assessed the effects of embezzlement on performance of Local Governments on service delivery in Local Government Areas of Yobe State, Nigeria. Local Government Administration has been an integral part of administration machinery particularly, in the contemporary modern world. Thus, the responsibilities of the central, regional or state governments have become so enormous and complex that could not be possibly shouldered so effectively the local needs. In most third world countries, Nigeria in particular, modern Local Government administration emerged for the purpose of democratizing the Local Governments, so as to bring them closer to the people at the grassroots in order to meet their socio-economic needs. Yet, the Local Government performance since the return of Nigeria to a 'Democratic type of Government' has remained underdeveloped in terms of financial resources, transparency, accountability, financial waste, corruption, joint account, and politicization of service delivery. This paper focused on assessing on the effects of embezzlement on the provision of service delivery in Yobe State.

**Keywords:** *Embezzlement, Service Delivery, Local Government*

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## Youths Struggle to Ward Sustainable Development: The Production of Clay Bricks as an Alternate to Modern Cement Bricks

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### Abstract

This study examined the impact of youths struggle toward sustainable development: the production of clay bricks as an alternate to modern cement bricks. It is to find out the production process of clay bricks as an alternative to modern cement block, the financial difference between clay bricks and modern cement blocks as well as their affordability, the contribution of youth struggle in the production of clay bricks to the national development and to suggest ways of improving clay bricks production and sells it out to the public. This study would cover four (4) wards of Geidam Local Government Area, Yobe State. The population of this study are clay bricks producers and residential households in four (4) wards of the local Government. Multi stage sampling techniques was used in the study. A sample size of 200 people was selected for this study (50 from each ward). Both interview and questionnaires were used to collect primary data, the analysis is based on 160 retrieved questionnaires. Data collected was analyzed statistically, using the Statistical Package for Social Sciences (SPSS). The study found out that clay bricks' production is simple and friendly that any interested youth can join the business, there is greater variation between clay bricks and mordern cement blocks as regard to production cost and selling price. It was recommended that Government should encourage youths to participate in the business, provide financial support to the producers and to create awareness to both producers and the users.

**Keywords:** *Youths, Clay bricks, Production, Cement blocks, Sustainable Development.*

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## Impact of Poor Selection Interview on Future Performance of Potential Employee and Organizational Productivity in Tertiary Institutions in Yobe State, Nigeria

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### Abstract

This study critically assessed the impact of poor selection interview on future performance of potential employee and organizational productivity in tertiary institutions of Yobe state, Nigeria. A multistage random sampling was being employed to select one hundred and twenty (120) respondents (40 respondents each) from three (3) tertiary institutions of Yobe state. The study employed a descriptive statistic to analyze the data collected from the 109 retrieved questionnaires. Some of the findings made by the researcher include the following: All the organizations were highly affected by poor selection interviews (75, 68.81%), Low productivity (13, 21.11%), high cost of training and difficulties in learning (10, 9.17%) are some of the problems as a result of poor selection-interviews. The institutions used to take some measures to improve the situation, in an inappropriate way since they devoted most of their concern on training the interviewers and structuring the interviews while neglecting to investigate the candidate's fast record and references which will clearly spelt out who is that candidate, from where he is and why he is looking for this job (5, 5.59%). The problem of poor selection interview is common to all institutions (105.96.33%). At the end of the study, following recommendations were made. Since all the organizations were affected by poor selection interviews, they advise to restructure and improve their selection methods to choose appropriate candidates for the job. Organizations can take measures to improve the situation by giving proper training to the interviewers, restructuring the interview accurately and critical investigation on the applicants through their referees and fast record.

**Keywords:** *Selection, Interview, Performance, Employee, Tertiary*

## Assessment of ECOWAS Free Movement Protocol in Promoting Regional Growth and Development in West Africa

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### Abstract

This study will critically assess the Economic Community of West African State [ECOWAS] on its activities on regional integration, growth and development as a panacea to regional free movement of people and goods. ECOWAS was formed in 1975 with the objectives of among others facilitating economic development, fostering relation and promoting peace among her members. In her efforts of achieving these objectives, several protocols among which the protocol on free movement of people was adopted aimed at removing all obstacles for the movement of people across the subcontinent. Although, success have been recorded in removing all kind of visa requirements through the introduction of one passport, less have been found to have achieved of its much expectations. Non harmonization of currency, poor political commitment and existence of multiples checkpoints hampered the success of the protocol. This study examined the success recorded and the challenges that hijacked the full implementation of the protocol; About a half a century of its creations, ECOWAS in spite her remarkable achievements in promoting unity, maintaining peace and enhancing political and economic relations, have yielded less particularly in relation to the implementation of the free movement protocol. Though, movement of goods and people is much more advanced in comparison to the earlier years of decolonization, it is still bedeviled by so may be abuses. Since majority of West African people are not highly educated, there is the need of informal education system to acquaint people with the basic formalities or requirement involve in their cross border affairs within the sub region. There is also need for the automation of immigration and custom services to help fasten the procedures of border administration. The present manual system was found not suitable in the contemporary world.

**Keywords:** *ECOWAS, Free Movement, Success, Challenges*

## Incidence, Depth and Severity of Poverty in Geidam, Yobe State, Nigeria: Foster, Greer & Thorbecke Analysis

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### Abstract

This study assessed the Incidence, Depth, and Severity of Poverty in Geidam, Yobe State, Nigeria. The paper dwelled extensively on the point-in time poverty (current poverty) and the three (3) components that made it; these are: the incidence of poverty (head count ratio), Depth of poverty (poverty gap) and severity of poverty (poverty gap squared). Using a primary data (from a well-structured questionnaire); The study employs a multi-stage random sampling techniques to selects 25 respondents from each of the randomly selected four wards of Geidam local government area namely; Asheikiri, Hausari, Kalgeri/Jororo, and Gumsa. Finally, a total of one hundred (100) respondent's/households' heads was selected for the study. Descriptive statistics of the respondents, and the Foster, Greer and Thorbecke (FGT) index analysis were used to analyze the incidence, Depth and severity of poverty in the study area. The study results reveal that: head count ratio, poverty gap and poverty gap squared in the local government area are high and stand at 63.67%, 28.39%, and 12.66% respectively. The study recommends the provision of comprehensive and integrated safety nets to the study area, in order to build their capacities and increase their incomes for smooth growth and development.

**Keywords:** *Poverty incidence, Poverty depth, Poverty severity, FGT Index, Geidam, Nigeria*

## Militia Counterterrorism: Reorienting Civilian Joint Task Force to Civil Security Functions Through Informal Education in Northern Nigeria

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### Abstract

This concept paper discussed the need to educate civil militia group Civilian Joint Task Force in northeastern Nigeria to civil operation. Since 2013, the militia group has received recognition and commendation in their success of combatting the terrorist Boko Haram group. The Boko Haram group whose terrorist campaign to expel the Nigeria's secular political system and constitute an Islamic State that can be adjudicated by the spiritual laws of the Qur'an and Hadith have caused unquantifiable damages to the Nigeria state and the citizenry. To date conservatives have estimated that nearly 30000 people murdered. The unprecedented destruction was caused despite the efforts in combating the insurgent by the government. Although, whereas the government measures yield less in uprooting the insurgent rebellion, the mobilization of the Civilian Joint Task Force rendered some level of successes. This was exemplified in the reduction of attack frequencies and fatalities rates. Several villages and towns occupied by the terrorist were equally liberated, schools reopened and other basic services resumed in most communities. However, arising from illiteracy and ignorance of civil security functions, the participants are accused of stampeding and abuses of human rights of the local population. A challenge believes to jeopardize the security existence of the country. This paper, therefore, analyzed the operation Civilian Joint Task Force in the combating processes. It revealed that the militia played a force multiplier role reinforced with human intelligence agent. However, the article confirmed that there are potential threats associated with the Civilian Joint Task Force Participants that re tantamount to harm the peaceful coexistent of the community and country. This challenge if unaddressed will hence affect the Nigeria's dream for actualization the sustainable development goal. In this respect, the paper recommends that government to propound a legal framework to regulate behaviors as well as reorienting the participants to civil function through informal education

**Keywords:** *Militia; Civilian Joint Task Force; Terrorism; Counterterrorism; Sustainable Development Goal*

## The Effects of Training on Employee Job Performance in Tertiary Institution of Nigeria

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### Abstract

This study evaluates the effects of training on employee job performance. Trainee Knowledge, Skills and Attitudes are view as the independent variables. The Dependent variable is employee job performance. A survey using questionnaire was conducted on 155 academic staff of the Federal Polytechnic Damaturu, Yobe State, Nigeria. The collected data was analysed with the latest SPSS, version 25. The level of Trainee Knowledge, Skills and Attitudes and employees' job performance were identified with descriptive analysis. The result shows mean score of 3.94, 3.91 and 3.44 indicating high level of Knowledge, high level of Skills and moderate level of Attitudes, and the level of employee job performance is high with a mean score of 3.81. Furthermore, inferential statistics such as correlation test was conducted using Pearson Correlation Coefficient ( $r$ ) to identify the relationship between independent and dependent variables. The findings indicated that there is a very strong positive significant relationship between Trainee Knowledge, Skills and Attitudes and Employee Job Performance with correlation value of  $p < 0.821^{**}$  at 0.05 significant level. As a cap, multiple regression analysis shows the strength of the relationship indicating 67.8% of Trainee Knowledge, Skills and Attitudes have influence on the employee's job performance with knowledge having the highest influence. Generally, the outcome of this study has contributed to knowledge by revealing how Trainee KSA can influence employee job performance through training. The study would be useful to tertiary institutions management, lecturers, education policy makers, government and researchers. Recommendations were also made.

**Keywords:** *Effects, Training, Employee, Job Performance, Tertiary Institution*



## **A Critical Appraisal on the Application of the Doctrine of Indoor Management to Memorandum and Articles of Association under Companies and Allied Matters Act (CAMA), Laws of the Federation of Nigeria, (LFN), 1990 (as amended)**

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### **Abstract**

This study examined the Doctrine of Indoor Management in relation to Memorandum and Articles of Association under Companies and Allied Matters Act, (CAMA). In the study the researcher discussed the origin of the doctrine of indoor management and its subsequent application to Nigerian corporate law with particular reference to companies' memorandum and articles of association. The methodology adopted in this study is doctrinal method whereby primary and secondary sources forming part of related literatures and judicial decisions are used. The researcher identified the legal problems associated with the doctrine which consequently, gave rise to statutory and judicial differences. The main findings in this study therefore were the two conflicting positions of the Act and that of the judicial decision on the doctrine. Accordingly, while the Act relieved persons from making inquiries on the powers of a company, courts have however, maintained a contrary position. Consequently, the researcher recommended for amending the provision of CAMA as regard the doctrine so that there would be conformity between the statute and judicial pronouncements.

**Keywords:** *Critical Appraisal, Doctrine of Indoor Management, Memorandum and Articles of Association, Companies and Allied Matters Act.*

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## Corruption and Rent-Seeking Leadership: A Hindrance to Educational Development in Yobe State: Implication and Panacea

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### Abstract

This study examined corruption and rent-seeking leadership as a hinderance to educational development in Yobe State. The work examined the implications of corruption and rent-seeking leadership in the administration and management of education in Yobe State on the development of the sector in the state. It also came up with a number of policy suggestions as panacea to how corruption and rent-seeking leadership hindering the development of education in the state can be ameliorated. Secondary and primary methods were utilized in obtaining data for the study. Probability sampling technique was used as respondents chosen and involved in the study were selected using the stratified sampling technique. Descriptive statistic was adopted in analyzing respondents socio-demographic data while the Positive Correlation Analysis (PCA) was used in analyzing quantitative data collected. The study found out that misappropriation of fund and shortage of facilities in schools are part of the implications of corruption and rent-seeking leadership on the development of education in Yobe State. Effective anti-corruption measures and supervision as well as auditing of school income and expenditures are panacea to corruption and rent-seeking leadership truncating the development of education in Yobe State.

**Keywords:** *Corruption, Rent-Seeking Leadership, Hindrance, Educational Development, Implication and Panacea*

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## Advancement of Islamic Banking and Finance in Global Finance

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### Abstract

This study aimed to highlight the unprecedented growth of Islamic banking and finance in the contemporary Global finance. The study captures the growth of Islamic banking and finance industry across the tools, systems, and markets from countries in Africa, Asia, Europe and America. It also focuses on the paradigm of Islamic banking and finance. It is a general review, disclosing special features, facts and figures over the recent developments of Islamic banking and finance across the globe. It takes stock of the growing institutional and infrastructural support for the Islamic banking and finance system in both Muslim and Western financial markets. The findings of the study hold that Islamic banking and finance industry has been making breakthrough improvements to become a truly viable and competitive alternative to conventional banking systems at the global level. Islamic banking and finance institutions have acquired booming grounds globally, so also becomes a centerpiece in many countries in the African region. The study takes stock of ongoing developments in Islamic banking and finance industry globally, and it aims to attract the African countries' attention towards the fastest growing industry of the contemporary world of finance and fighting global inequality. It draws attention towards the growing number of products, systems, infrastructures and supporting institutions of Islamic banking over the recent years. The current trends of Islamic banking industry in the global finance captured in this paper can tell all about its strength and weakness, future prospects and ambitions to become a truly innovative, competitive and integrated part of the contemporary global finance.

**Keywords:** *Islamic bank, Conventional bank, Sukuk, Takaful, Shairah, wapada, Ijara*

## An Overview of Construction Performance Measurement Toward Productivity Improvement

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### Abstract

The awareness of construction performance measurement which involves setting new operating targets and standards has been raised among majority of construction organizations. This is so because of the ever-increasing requirements and expectations of the clients which necessitated continuous improvement in the cost, timing and quality of construction output. Productivity as an important issue in any industry can only be improved when the effect of changes applied on method, effort and system that can be measured. This paper reviewed internal performance measurement which makes a construction organization focuses on identifying improvement areas within its structure through comparing its business operations with others who do it better, through setting new targets to meet. The paper identified key performance indicators of internal performance measurement which include; time, cost, quality, client satisfaction, effective communication, safety and health and risk management. Lastly, the paper reviewed external performance measurement which makes the construction industry as a whole attempt to improve its productivity through designing tools and techniques applicable to construction. The paper concluded that, in order to improve construction performance, it is essential to have accurate measurement reflecting current trends and practice toward effective productivity. The construction industries should effectively take up internal performance measurement and be more open to external performance measurements that have been successful in other industries and assess if adaptable to construction projects.

**Keywords:** *Construction performance, Performance measurement, Productivity improvement*

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## Impact of Promotion on Academic Staff Development in the State Higher Educational Institutions of Borno State

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### Abstract

Promotion may be considered as an employee's reward for good performance or for additional qualifications, that is, positive appraisal which boost individuals' moral and is a mark of recognition. The study explores the Impact of promotion on academic staff development in the State higher educational institutions of Borno State. The study raised one questions to determine: The impact of promotion on academic staff development. Hypotheses was formulated and tested in line with the objectives of the study. Related literatures were reviewed based on the stated objective. Survey method was employed for the study. The population of the study were all academic staffs of the State higher educational institutions (1410). The sample of the study comprised all academic staff from the four selected institutions (938) using closed questionnaires. The collected data was presented by the use of simple frequency and percentages, and later analysed using Chi-square statistical technique. The finding reveals that since 2015-to date the State government offer paper promotion with no monetary increment to salary to academic staff in the state higher education. The study also reveals that there is a significant relationship between promotion and academic staff development. The study concluded that promotion influence academic staff development. It is recommended that the state government should offer the academics the financial benefits of their promotions to boost morale and for effective and efficient performance.

**Keywords:** *Impact, Promotion, Academic staff development*

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## Causes and Effects of Delays and Disruptions in the Nigerian Construction Industry

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### Abstract

Delays and disruptions are among the challenges faced in the course of executing construction projects in Nigeria. Delays as well as disruptions are sources of potential risks that current studies are looking into ways to manage such as technical, social, economic, legal, financial, resource, construction and commercial. The purpose of this research is to assess causes and effects of delays and disruptions in the Nigerian construction industry. This study is descriptive, designed to obtain views from clients, consulting firms, regulatory boards and construction firms in regard to causes and effects of delays in construction projects. Two sampling techniques were used to select respondents namely: purposive and random sampling. Literature review, questionnaires techniques were used to collect data for the study. Findings reveal that the main causes of delays and disruptions are: design changes, delays in payment to contractors, information delays, funding problems, poor project management, compensation issues and disagreement on the valuation of work done. On the other hand, time overrun, cost overrun, negative social impact, idling resources and disputes are the main effects of delays and disruptions. The study concludes that there still exist a number of causes of delays and disruptions and their effects put construction projects at great risk that have an effect on their performance. It is therefore recommended that adequate construction budget, timely issuing of information, finalization of design and project management skills should be the main focus of the parties in project procurement process.

**Keywords:** *Causes, Delays, Disruptions, Construction Industry*

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## Repair of a Damaged Regenerator

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### Abstract

**M**echanical engineering department of Mai Idriss Aloomo Polytechnic Geidam has many nonoperational machines sequel to the fact, maintenance executed which resulted to the breakdown of this regenerator. Quality and effectiveness of machines maintenance well observe. Also, a minimize cost of maintenance and a highly successful repair was adopted. In other words, during the repair and rehabilitation of this regenerator appropriate tools, cost and quality of materials where well considered. However, the test contains all you need to know about, refigeneration and its principle, application and uses, it maintenance, determination of co-effiecient of performance (COP) and refigeneration effect, as weel as sequence of operation and cost analysis.

**Keywords:** *Repair, Damaged, Regenerator, Refigeneration*

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## Toward the Roles of Civil Society Organization in Voter Education in Nigeria

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### Abstract

Voter education is one of the cardinal principles of democratic politics and ensuring credible elections in any democratic society. The imperative of this cannot be underestimating in developing democracy like the Nigeria state. Since 1999, electoral processes in Nigeria was alleged to be full of irregularities ranges from violent electioneering campaigns, unwarranted voting behaviours of election rigging such as multiple voting, ballot snatching, vote selling among others. These unruly behaviors are unarguably undermining the integrity of the Nigeria's electoral process. Although, numerous political-legal measures were put in place by the country's electoral body the Independent National Electoral Commission' through the introduction of the car reader machine, massive disposition of civil securities at voting points as well as series of amendments to the electoral acts by the Nigeria's' National Assembly members. However, despite the concerted measures to checkmate the unruly behavior of the voters, the trend continuous unabatedly. This article thus proposed that, addressing the Nigeria's electoral knots especially in respect to the voters' behavior requires the participation of civil society groups for an informal voter education. It is argued that ignorance of the electoral laws, and in syndical attitude toward the electoral outcomes by the vast majority promote the continuous engagement in these deviant behaviors. The article thus recommends that to overcome the perennial challenges of the electoral process, the Nigeria government should engage civil society and community base organizations to educate voters on dangers of electoral fraud in the country.

**Keywords:** *Civil Society; Voter Education; Electoral Process; INEC*

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## Appraisal of Health and Safety Management of Construction Workers on Site in Damaturu

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### Abstract

The construction industry is an important part of the economy in many countries and is often seen as a driver of economic growth especially in developing countries. Owing to its relatively labour intensive nature, construction works provide opportunities for employment for a wide range of people; skilled, semi-skilled and unskilled. Despite its importance, construction sites are considered risky with frequent and high accident rates and ill-health problems to workers. This study examined the health and safety management of construction workers on site in Damaturu, Yobe State, Nigeria. The study adopts descriptive research design, questionnaires containing information relating to health and safety management at site were administered randomly to the sixty (60) construction workers selected from six (6) building construction sites in Damaturu and Observation was also used. Mean Score Index was the statistical tool used for analysis of results; the decision point was put at 2.0. The result revealed that there was low level of health and safety compliance among building construction workers on the site in Damaturu with average mean score of 1.54 and the factors that inhibits compliance of health and safety measures at the construction sites are: Inadequate knowledge, unavailability/inadequacy of PPE, unconducive using PPE because of weather, bad Leadership and commitment, Lack of health and safety committee/guards and absence of strict enforcement of health and safety policy on sites. The study also found that the factors influencing the implementation of the health and safety measure are: Strict enforcement of health and safety management policy, proper and timely training of employee on health and safety, proper health and safety management guideline, Leadership and management commitment, provision of health and safety committee/guards and provision of budgets for Health and Safety for proper implementation. The study concluded that use of more proactive and integrated management mechanism to enforce the safety and health regulations in construction sites in Damaturu is paramount important in order to prevent accidents, injuries and ill health on the sites and construction work to progress.

**Keywords:** *Appraisal, Health and Safety Management, Construction Workers*

## Comparing e-Print and Fedora Digital Library Software: e-Print or Fedora? A Better Open Source Repository Platform for Libraries

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### Abstract

Judicious system analysis is essential in considering budget allocations to libraries. This paper studies two open-source digital library software namely e-Print and Fedora. The present study compares and highlights the similarities among the software. The paper attempts to suggest based on the merits and demerits to enable librarians to take wiser decision in terms of open sources software for a repository.

**Keywords:** *ICT, Opens sources software, Digital library, e-Print and Fedora*

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## Developing Strategy for the Adoption of Social Value Practices for Construction Projects

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### Abstract

For the construction industry to become a medium through which values can be driven into communities where construction projects are undertaken and to introduce innovation, the existing procurement processes need to be enhanced, promote balance between welfare and work and harness social value components thereby creating a process where competitive process in term of financial and technical and social value capabilities would be assured for construction projects in order to create employment opportunities. Literature have identified barriers limiting the adoption of social value practices into the construction industry which include Negative perceptions, resistance to change, existing complex and inconsistent procurement practice, preconceived ideas and cultures about the construction industry, reality as challenging geographic context among others and also suggested drivers which includes Culture change in the construction industry, changing social expectations and changing public procurement practices which when introduced would enhance its adoption but no study has been able to develop strategy to mitigate the identified barriers so as to adopt social value practices by engaging the drivers for construction projects. Hence, this study aimed at developing strategy for the adoption of social value practices for construction projects in Nigeria. In order to achieve the aim of this research, firstly, barriers and drivers were identified from literature and then followed by assessing the barriers and drivers in order to ascertain their levels impact and significance. This was undertaken by administering a drafted semi structured questionnaires using a Likert scale of 1 to 5 to 137 respondents (Social enterprises) residing within Abuja, the federal capital territory and 73 completed questionnaires were received. The aim of the questionnaire was to rank barriers and drivers according to their level and impact using descriptive analysis (mean). Furthermore, the student T Distribution was also used to analyse and determine the statistical significance of the barriers and drivers respectively. In order to develop a strategy, a personal interview was conducted amongst 12 successful (years of experience and size of organisation) respondents who were also part of the questionnaire survey (Population of study). This was aimed at complementing data obtained from the questionnaire survey by asking the respondents to suggest ways of mitigating the barriers of social value adoption for construction projects. Data from the interview was analysed using narrative analysis. The construction industry lacks innovation as opined by the respondents. Among the ways suggested by respondents to mitigate the barriers include that social enterprises should be given a level competitive ground with other contractor in terms of tendering for construction projects, ensure that contractors seeking to tender for any construction project to display social competence while tendering for such construction project and that the existing traditional procurement processes should be boosted with social procurement process. This study hereby recommend that further studies should be conducted to focus on how to enhance and encourage the adoption and practice of social procurement into the existing traditional procurement processes which has not been able to guarantee the delivery of social value practices in order to encourage the adoption of social value practices for construction projects so that communities where construction projects are built can benefit (community value addition) from such construction activities.

**Keywords:** *Developing Strategy, Adoption, Social Value Practices, Construction Projects*

## The Effects of Employee's Motivation on Organizational Performance in Higher Education Institution of Yobe State (Case Study of Mai Idris Aloomo Polytechnic, Geidam)

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### Abstract

The accomplishment or miscarriage of any corporate as a matter of fact is determined mostly on its employees; consequently, human resources are very indispensable to the business as they are the vital to material comfort, productivity and performance. By what means employees are professed, treated and how they sense about themselves and eventually their output directly or indirectly has an impression on their performance and improvement of the organization. The purpose of this study was to examine the effect of employees' motivation in order to improve organizational performance in Mai Idris Aloomo Polytechnic Geidam Yobe state. The systematic sampling technique was used to select 141 participants the study. Data gotten from the field survey was analyzed using statistical package (SPSS). The study exposed that undeniably there is a rapport between motivation and performance and the money is the key amongst the motivational features to employees, it was realized that employees are steadily becoming particular about trust, great expectation, indebtedness and good working environment. The study therefore concluded that countless progresses are made to motivate staff to heighten performance. The researcher acclaims that management attaches more prominence to issues of employee motivation to make the institution subsist amongst the institution of learning in the state.

**Keywords:** *Employees, Motivation, Performance, Organization, Organizational performance*

## A Scoping Review of Research on Islamic Work Ethics

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### Abstract

**I**ntroduction: Ethics has been a central issue to the study of leadership in general, and particularly Islamic work ethic. Despite the growing interest in the study of ethics in relation to leadership, there is still an insignificant number of publications about Islamic work ethics. Moreover, there are virtually low research publications in respect of religious aspect of ethics both Islamic and protestant. The purpose of this paper is scoping review of Islamic work ethic literature to map out (what is known from the existing literature about IWE) its conceptualizations and synthesize the findings. The methodology of this scoping review will be conducted by searching the term Islamic work ethic in the largest social sciences database (Scopus), ranging from 1988 to 2018. All studies that have the term Islamic work ethic as one of their variables and only empirical articles and articles in the press will be considered for inclusion. The findings of previous studies and their suggestions for further studies will be disseminated as well. Islamic work ethics found to be significant in ethical leadership research based on the previous studies, but still, there is a very low research output on it. The peak research output on IWE was recorded in 2018 with 22 documents in the Scopus Database.

**Keywords:** *Ethics leadership, Islamic work ethic, Scoping review, Commitment, Job satisfaction*

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## The Impact of Management Staff Members on Motivation and Student Attainment: A Case Study of Yobe State Polytechnic, Geidam, Nigeria

Malah Kachallah

### Abstract

The purpose of this study was to examine the impact of management staff members on motivation and student attainment. The literature on educational management and motivation was critically reviewed to generate the research questions. From the research questions the questionnaire items were based. The items were divided into five subscales. These are leadership and communication, motivation and instruction, resources and facilities, student freedom and welfare. The scores of five subscales were weighted based on percentage to examine the level of satisfaction and dissatisfaction of the students in respect to the administration towards motivation and enhancement of student attainment. The SPSS software was used to find central tendency, measure of spread, group statistics and non-parametric correlations among the subscales. The findings showed that there were dissatisfaction and some degrees of associations among four subscales.

**Keywords:** *Motivation, Student attainment, Educational management and Staff members*

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## Effect of Different Carbon Sources on the Growth of Antimicrobial Producing Bacillus Species in Citrillusvugaris

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### Abstract

Effect of different carbon sources on the growth of antimicrobial producing Bacillus species in ogiri-egusi sold in Ogbeta, Ori, Artisian, Kenyatta, Enugu State were evaluated using standard microbiological and analytical methods. 12 bacteria were isolated and identified such as Bacillus subtilis, (33.33), Bacillus pumulis (41.66), Bacillus licheniformis (25) were identified based on their colony biochemical characteristics. The isolates of the highest occurrences are bacillus pumilus. Agar well diffusion method was used to determine the antimicrobial activity against two pathogenic organisms, Escherichia coli, Staphylococcus aureus. Bacillus subtilis and Bacillus pumulis, gave a zone of inhibition Escherichia coli 0.6mm and 0.8mm after 24 hours of incubation also carbon sources of 5% and 10% sucrose, Glucose and soluble starch were used to check their different carbon sources on the isolates using the spectrophotometer. 5% had the highest optimum growth of 1.400 for glucose 1.545 for sucrose, 2.376 for soluble starch which can be added in maximum quantity to a medium to produce antibiotics.

**Keywords:** *Effect, Different Carbon Sources, Growth, Antimicrobial, Bacillus Species, Citrillusvugaris*

## The Landscape of Global Businesses: Architecture and its Relationship with the Currents of Global Pandemic

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### Abstract

The paper explains Landscape of Global Businesses, with particular emphasis on Architecture with its business nature and the aims of today's globalization trends relative to the profession. The review emphasized the emerging diversity and interconnections among global businesses, shareholders, stakeholders and how the known management traditions is affected by unprecedented events. Landscape of global businesses should include the development of particular skills that can be transferred from academic to other professional settings, and from one professional setting to another—skills that enhance graduates' employability, their ability to manage their own careers, and their sense of responsibility for making contributions to society. The multidisciplinary nature of architecture is highlighted here. It also considers current forces and pressures affecting doctoral education, and it concludes with a discussion of issues and directions that merit additional attention and further research. World during the last three decades, have realized that the model of globalization is no longer sustainable, having been associated with the lifestyle which caused a serious environmental problem, like massive mortality, depletion of natural resources and increasing rates of pollution, which became a major challenge for architects today. The objectives of this paper are to assess the new trends of architecture management for African nations, monitor the effects of these trends with respect to the phenomenon of globalization, examine how the architects and practitioners understand the idea of not only sustainability in design but also in management during construction processes, and the implications in the current period of global pandemic giving births to the idea of automation in both design and construction. A preliminary investigation and field observation have been carried out on two mega construction sites in Africa during 2020 pandemic, focused on analyzing office and practice administration, and how both design financiers and architects respect the site conditions and the sustainability considerations. Finally, the paper suggests a model based on digital design and construction administrations to create balances between globalization wide effects and how to use the advantages of both technical aspects and technological accompanying with sustainability and the conditions of place.

**Keywords:** *Sustainability, Global Architecture, Pandemic, Digital Processes*



## Building Condition Survey and Systematic Defects Diagnosis on Library Building in Nigeria

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### Abstract

The building under investigation is Mai Idris Aloomo Polytechnic Geidam library situated in Yobe State North Eastern, Nigeria. The building is being occupied by large number of people many defects propelled were associated with cracks, discoloration, settlement, dampness, peeling, moisture and mold growth on the buildings besides environmental factors. These compelled the researcher to conduct the investigation to look into possible remedies in line with the bulk stage of defects. The information gathered through survey of the building under investigation based on spatial severity degree of damages suffered on the buildings. Moreover; the analysis for the investigation conducted using Assessment Rating System (BARIS) thus, provide very high-resolution to process the interferometric techniques. However, after critical survey of the building facades from each side the researcher explore the major defects found on the building that are mostly attributed due to poor workmanship, general climatic conditions and practical inadequacy during construction. Therefore, the diagnosis will predict the overall judgement for the type of repair required.

**Keywords:** *Building Condition Survey, Systematic Defects, Diagnosis, Library Building, Nigeria*

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## The Impact of ICT in Marketing Library Services in Academic Library

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### Abstract

In order to promote utilizing the available resource made in any library information has to be taken to the door step of a clientele a such information and communication technology will serve as a catalyst in doing that. This paper has explored the role of information and communication technology ICT in academia and as well as the strategies used in propagating the available services in an academic library this is because tailor made information it is highly required so as to avoid wasting the precious time of academicians and this can be only achieving with the help of information and communication technology software, therefore, descriptive method was adopted in the methodology of this study.

**Keywords:** *Impact, ICT, Marketing Library Services, Academic Library*

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## Comparative Analysis of Cluster and Random Tree Algorithm Based on Students Performance Outcome

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### Abstract

Student performance is the major tool use in determining the status of students at all levels of education. Data mining tools are nowadays used in determining the students' performance and it is greatly helps in making analysis and decision based on the performance. This paper aims at comparing Cluster algorithm and Random/Decision Tree algorithm. Rapid miner studio is used to determine the best algorithm to determining student performance. We conducted this work in Mai Idris Aloomo Polytechnic, Geidam Yobe State, where student score sheets that contains six (6) attributes and 669 tuples was used as the dataset for this work. One attribute was selected as a label attribute that determine the Student performance in case of supervised learning, while on the other hand average within centroid distance of all the clusters is measured to see closeness within performance of students. Student grade was used for determining performance of students as label attribute. The findings show that Random Tree algorithm has a higher class precision with an accuracy of about 73.73% compared to that of measures of average within centroid distance. The findings will equally help in marking a sound academic planning in future. Finally, the analysis of the results obtained will go a long way in making recommendations for future work.

**Keywords:** *Comparative Analysis, Cluster, Random Tree, Algorithm, Students Performance Outcome*

## Poverty Reduction, Employment and Rural Development

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### Abstract

This paper examines the relationship between poverty reduction, employment, and the role the employment sector can play in rural development, poverty reduction, and overall development. The historical views regarding the role of the primary sector in development are presented, and then using original data, the paper argues that there was an historical misjudgment against the primary sector that served as a poverty reduction foundation in public policy until the late 80's. Finally, this paper explains how under certain conditions Territorial/regional development strategies may prosper, but in other conditions, particularly in the least-developed countries rural space, the poverty reduction is still necessarily the starting point for rural development.

**Keywords:** *Rural development, Poverty reduction, Production linkages*

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## Employability Skills: The 21<sup>st</sup> Century Key to Functional Education in Nigeria Universities

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### Abstract

The main task of entrepreneurship education is to prepare young people to enter the labor market, as well as to develop a sense of initiative and entrepreneurial skills among them. Therefore, it is important how national education systems adapt to changing skill requirements within a globalized economy. This study examines Entrepreneurship Education as a Panacea for Job Creation and Sustainable Development in Nigeria. Human capital theory (HCT) and Risk taking theory (RTT) guided the study. Among other concern areas examined in this study include; literature review, concept of entrepreneurship, basic aspects of an entrepreneur, entrepreneurship education and job creation, brief history of entrepreneurship, benefits of Entrepreneurship for sustainable development, contribution of entrepreneur in development of Nigeria economy, challenges and possible solutions and conclusion was drawn. It was however, recommended that the government should give adequate attention to entrepreneurial development in the country through the provision of good economic environment to encourage individual participation in business while this is guaranteed entrepreneurship will thrive and consequently improve economic growth.

**Keywords:** *Entrepreneurship, Education, Job creation, Sustainable Development*

## Poverty Reduction, Unemployment and Rural Development; Aftermath of COVID-19 Pandemic in Nigeria

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### Abstract

Nigeria has one of the countries whose experience of poverty and unemployment is on the high side makes this study to look into the effect of the economic lockdown during the global pandemic in the country, with the aim of making effort on how this effect can be translated into economic development. Survey research design method was adopted with self-administered questionnaire used to collect data. Findings revealed that in Nigeria COVID -19 outbreak effect was felt in almost all sectors and the aftermath greatly affected the country's GDP and this adversely affect rural development in the country, which translated to a worrisome rate of poverty and unemployment. Hence, both individual and government have now seen that campaigning for economic diversification is not sufficient for economic development but rather a prompt swing into action by all is needed for sustainable development of rural areas to respond to the worrisome rate of unemployment and in turn high level of poverty caused by the COVID-19 lockdown in the country. It was recommended that government at all level as well as individuals and stakeholders should put in place actions that would gear up rural development and set policies at their various helm of affairs that would encourage economic participation of all citizens in all sector of the economy.

**Keywords:** *Poverty, Unemployment, Rural development, COVID-19*

## Entrepreneurship Education: A Panacea for Job Creation and Sustainable Development in Nigeria

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### Abstract

Research evidence revealed that the quality of graduates in Nigeria is on a rapid decline especially in the area of valuable and complementary life skills. Also, researchers have established that subject-specific knowledge and skills alone are unlikely to secure a graduate occupation in which they can be both successful and satisfied. Hence, this study evaluated the extent to which university undergraduates in North West Nigeria possessed employability skills. This study employed a survey research design. The population comprises all 2018/2019 final year university undergraduates in North West Nigeria. Multi-stage sampling approach using Simple Random and Proportional Sampling technique was employed to select 697 respondents from Usmanu Danfodiyo University, 350 respondents from Federal University Gusau and 330 respondents from Federal University Birnin Kebbi. The research instrument was a researcher-developed questionnaire entitled "Employability Indices Questionnaire". The research instrument was validated by seven experts. Cronbach's Alpha was used to estimate a reliability coefficient of 0.82 and 0.96 for Employability Perception Scale and Employability Skills Scale respectively. Three research questions guided the study; while data collected were analyzed using summated scale. The major findings of the study revealed that majority of university undergraduates in North West Nigeria perceived themselves to have high knowledge of employability, yet further finding revealed that majority of the respondents perceived themselves to have high need of Life-long Learning Skill and Team-work Skills. This implies that the respondents have low level of Life-long Learning and Team-work Skills. As such, it was recommended that University Management should improve standard by making Employability Skills a development priority area for its undergraduates before their graduation. Both instruction and assessment of undergraduates should challenge and develop students' Life-long learning skill, Team-work skills and other relevant skills before their graduation.

**Keywords:** *Employability Skills, Functional Education and University Undergraduates*

