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5TH AFRICAN REGIONAL CONFERENCE ON GOVERNANCE & DEVELOPMENT STRATEGIES

Niger Delta University, (NDU), Bayelsa State, Nigeria

ABSTRACTS & PROCEEDINGS

Theme: Addressing the Challenges of
Leadership and Development in Africa

6th - 7th September, 2023





5TH AFRICAN REGIONAL CONFERENCE ON GOVERNANCE & DEVELOPMENT STRATEGIES

THEME

Addressing the Challenges of Leadership and Development in Africa

DATE: Wednesday 6th – Thursday 7th September, 2023

TIME: 10:00am

VENUE: Faculty of the Social Sciences Board Room, Niger Delta University, Wilberforce Island Bayelsa State - Nigeria

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5TH AFRICAN REGIONAL CONFERENCE ON GOVERNANCE & DEVELOPMENT STRATEGIES

CONFERENCE PROGRAMME

DAY ONE – Wednesday 6th September, 2023

OPENING SESSION/PLENARY

Conference Registration	- 8:00am – 9:00am
Opening Prayer/Welcoming 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 7th September, 2023

OPENING SESSION/PLENARY

Conference Registration	- 8:00am – 9:00am
Opening Prayer/Welcoming 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



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China and United State Economy Diplomacy in Africa: Dynamic, Politics and Implications

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¹Rivers State University, Oroworukwo, Port Harcourt, Rivers State

²Ministry of Works, Bayelsa State.

Abstract

The growing influence of China and the United States of America in Africa continuous to generate mixed feelings. On the one hand, China have demonstrated continued interests in Africa, projecting herself of being able to offer African countries alternatives to the support and assistance from the western powers, particularly the United States. On the other hand, United States national interests in Africa seem to be threaten by the growing influence of China in the area. Thus, both countries employed different strategies of economic diplomacy to sustain their interests in Africa. Against this background, the study examines China and United States economy diplomacy in Africa with focus on dynamics, politics and implications. The study obtained bulk of the study data through extensive reviewed of extant literature on the subject. The study used economy diplomacy as its framework of analysis and adopted qualitative analytical method in the analysis of data gathered from the reviewed literature. From the analysis the study discover the following (i) US's economy diplomacy, unlike China is inclusive of Africa's security (2) China's economy diplomacy is with little or no regards to issues of rights and good governance (3) Most African governments appreciate China's approach to cooperation and assistance with no stringent measures attached (4) China and US expanded interests in Africa present a number of challenges. Thus, African countries need to develop a common framework on how to negotiate with both countries from a stronger and better-informed platform in order to gain from their economic advantage.

Keywords: *Economic Diplomacy, China, United States, Africa*

Identification of Detestability of Art Programme in Basic Schools of Education in Nigeria

Iloekwe, Tina Chidi PhD

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Federal College of Education, Okene, Kogi State*

Abstract

Education is power and one of the strongest weapons for good governance. Lack of proper education programmes lead to non-existence of sound knowledge in education. On the other hand, lack of sound knowledge in education is a bottleneck in addressing challenges of leadership and development of a country, specifically Nigeria. In Nigeria, not all the programmes in education system are captured and fixed to the standard expected of them especially Art programme. Art programme for decades have been facing challenges in education system especially in Basic levels of Nigerian education system that if care is not taken may lead to gradual demise of Art in the school system. This study is set to identify the factors that have been affecting art growth in Nigerian education system. The study will adopt descriptive survey design and will be carrying out in eastern Nigeria (selected basic schools in central districts of Anambra State of Nigeria). Through multi-stage sampling technique the population of this study will be drawn from four hundred and fifty respondents which will comprise of teachers and students. Identifying Detestability of Art Programme in Nigerian Basic Schools Questionnaire (IDAPNBSQ) will be design to collect relevant data for this study. Mean and standard deviation will be use to answer the research question while One-Way Analysis of Variance (ANOVA) will be use to test the null hypothesis at 0.05 level significance. The recommendations of this study will be determine based on results of the findings.

Keywords: *Art programme, Basic school, Education, Leadership, Development, Nigeria*

Assessment of 1KVA Solar Powered Inverter for Residential Application

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Federal Polytechnic Ile-Oluji, Ondo State, Nigeria*

Abstract

It employs step by step methods for the design and construction of the Inverter having an Oscillator and MOSFET stages, MOSFET, IRFP150N was used in the power stage. The constructed unit was tested and assessment was carried out on it. An Analyzer Meter was used to determine the efficiency of the system. This project can serve as an alternative means of power supply thus eradicating epileptic power supply in the country.

Keywords: *1KVA, Solar, Inverter, Residential, Battery, Charge Controller*

Responsible Governance and Sustainable Development: Nigerian Experience

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Abstract

Responsible governance is a system of governance given to meeting the needs, desires, aspirations, expectations, and decisions of the people, with view to building sustainable development in a state. Interested in this, the paper studied responsible governance and sustainable development: Nigerian experience. The work sought to: determine the nexus between responsible governance and sustainable development, and to find out if there are steps that need to be taken toward advancing responsible governance in Nigeria in future. The system theory guided the research. The paper adopted the documentary method for data gathering, and findings revealed that there is a significant nexus between responsible governance and Sustainable development, that the system has the capacity to encourage equal Citizen's participation in governance, and in turn enhances advancement of endurable development, in so far as it desuades citizens from any form of restiveness, but build in the people, trust in the governance of the State. The paper recommended that the government should make policies that promote and consolidate principle of responsible governance, as it is a key toward enhancing sustainable development.

Keywords: *Responsible governance, Sustainable, development, citizens, Nigeria.*

Quality Leadership: A Panacea to the Development of Libraries in Colleges of Education in South-South, Nigeria

Fadairo, Esther Uzochikwa

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Asaba, Delta State.*

Abstract

The paper focused on quality leadership in the development of libraries in Colleges of Education in South-South, Nigeria. Leadership cut across all divides ranging from our homes, religious organisations and in our day-to-day activities. That is to say, leadership plays a tremendous role in every facet of the economy. In view of the above, for libraries to achieve their desired goals and objectives and in meeting user's needs, there should be quality leadership to pave way for development of its human and material resources. The paper critically examined the impact of quality leadership in the development of libraries, barriers associated in providing quality leadership and the strategies to promote quality leadership in Colleges of Education in South-South, Nigeria.

Keywords: *Panacea, Quality leadership, Development, Librari*

Assessment of Solar Radiation with Progressive Machine Learning Ensemble Techniques

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Abstract

In the modern days, the penetration of solar power at residential and utility levels has advanced exponentially. However, as a result of stochastic nature of solar this instability needs to be clarified. Predicting solar radiation analyzed to be helpful in excellent design, and performance of solar energy-based systems. Nevertheless, quantification of solar radiation mainly in the developing nations is quite challenging, due to the cost of purchasing the measuring instruments, together with their calibration and maintenance. This paper aim to examine the application of advanced ensemble machine learning models for the estimation of solar radiation in four major cities of Nigeria, namely; Kano, Maiduguri, Port Harcourt and Lagos. Two ensemble techniques are employed; the averaging ensemble (AE) and neuro-fuzzy ensemble. The ensemble models are established by bringing together three single machine learning models namely; Artificial Neural Network (ANN), Support Vector Machine (SVM) and Adaptive Neuro Fuzzy Inference System (ANFIS). The models are developed using meteorological data consisting of relative humidity (RH), Wind Speed (WS), Maximum Temperature, Minimum Temperature, Mean Temperature and Rainfall as independent variables. The simulation results determined that the NFE provide the highest accuracy in all the study areas. The established models can reliably be used as other tool for prediction of solar radiation in the study areas.

Keywords: *Machine Learning, Ensemble, Kano, Maiduguri, Port Harcourts, Lagos*

Effect of Work Stress on Employees Productivity: A Case Study of Federal Polytechnic Ile-Olujis

Alli Kudirat Olayiwonuola

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Federal Polytechnic, Ile-Oluji

Abstract

This research work focuses on the effect of stress on employees' performance in Nigeria Polytechnic, a case study of Federal Polytechnic Ile-Oluji, Ondo State. The objective of this study is to assess the effects of three sources of job stress which were identified and they include organizational factors, Personality and Work/Family interaction. The investigation was carried out with the use of questionnaire to gather information. A number of one hundred and seventy-one (171) questionnaires were distributed but only one hundred and fifty four (154) was collected and analyzed. The study revealed that job stress generally negatively affects the performance of employees in the institution. Findings showed that each of the sources negatively affect employee performance. This underscores the need for organizations; especially Nigeria Polytechnics to create a relatively stress-free environment to enable the employees perform optimally in their assigned tasks. It study recommended that employers should endeavor to assign tasks that employees' capabilities can cope with so that stress that associates with work overload does not arise. There is need to always state the task that the employee is expected to do to avoid role conflict which lowers performance.

Keywords: *Stress, Employees, Performance*

Evaluating the Occurrences of Academic Wrongdoing Among Higher Institutions Students in Nigeria

¹Awolaye Gabriel O. & ²Akindele Oluwafemi

Department of Statistics & General Studies

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Abstract

Academic wrongdoing has been found to be a general problem in the higher educational institutions globally. Few studies on academic wrongdoing in Nigeria have been concentrated on universities with few on other higher education institutions. Using the theory of planned behaviour, the present study examined the occurrences and prevalence of academic wrongdoing among students. An ex-post facto research design was adopted and a total of 368 students from Management and Applied Sciences were selected for the study. Two by two factorial ANOVA was used to test the hypotheses. Result revealed a significant interaction effects between intentions and perceived behavioural control ($F(1, 183) = 4.831; p < 0.05$) and between subjective norm, perceived behavioural control and intentions ($F(1, 183) = 6.398; p < 0.05$) on academic misconduct. The study recommends that school management should put in place efforts that will help in discouraging academic misconduct among students.

Keywords: *Academic wrongdoing, Perceived behavioural control, Theory of planned behaviour, Nigeria.*

Effect of Palm Kernel Shell on Partial Replacement of Coarse Aggregate

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Abstract

The cost of concrete materials in building project has been a concern to the society. These and other things led to the research on biological local materials that are dumped as waste in our environment, causing pollution and congestion as substitute materials. Therefore, this research work was carried out in respect to that, in order to determine the use of palm kernel shell as a partial replacement for coarse aggregate in concrete, taken into consideration the compressive strength and water absorption capacity. Preliminary investigation was conducted to ascertain the suitability of using the aggregate for construction work. The tests conducted were the water absorption and compressive test. Mixture ratio of 1:2:4 for cement, sand and coarse aggregate was adopted for this work respectively. The replacement percentage of the coarse aggregate were 50%, 75% and 100%, the mix composition was calculated using the absolute weight method. For each replacement of palm kernel percentage, 32 cubes of 150mm×150mm were cast to allow the compressive strength to be monitored at 7, 14, 21 and 28 days. The test result shows that concrete proved to have the highest compressive strength at 50% replacement followed by 75% and then 100% replacement. The work also observed that concrete made with 0% replacement was stronger with average compressive strength of 24.02 N/mm² on curing for 28 days compared to 50% 7.80 N/mm², 75% 2.82 N/mm² and 100% 1.84 N/mm² have cured for the same number of days.

Keywords: *Effect, Palm kernel shell, Partial replacement and Coarse aggregate.*

Remote Monitoring of Stroke Patient Using Wearable Sensor in Ile-Oluji Community

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Federal Polytechnic Ile-Oluji*

Abstract

Every year, many people die in Nigeria's healthcare system as a result of cardiovascular disease (CAD). The main goal of this project was to create a wearable system capable of tracking the vital signs of a stroke patient and avoiding a second-stage attack. The Internet of Things (IoT) health surveillance will include a comprehensive view of everyday life. Both new systems for detecting heart abnormalities consider health-related parameters. Since various variables have a direct effect on collision outcomes, their accuracy is limited. The aim of this study is to provide a multisensory method for forecasting the occurrence of heart attacks and evaluating the behavior of stroke patients. An electrocardiogram monitor is used in this device to calculate cardiac activity and heart rate. To analyze physiological biosignals, a non-contact infrared body temperature sensor connected to an ATmega 328p microcontroller is used. This method makes use of sensors that are operated by a microcontroller. A non-contact body temperature sensor, an electrocardiogram (ECG), an Arduino Uno, and a SIM800l GSM/GPS module with a registered SIM card were used to achieve this. This promotes the use of fixed-date vital sign readings, which are then forwarded to a cardiologist for immediate medical advice and response. Both readings showed LCD tracking as well as the doctor's phone sending SMS to a remote area. The AD8232 ECG sensor counts heartbeats and measures the average number of beats per minute over a defined time period. The microcontroller collects the body temperature sensor, checks it, and then sends the results to a medical professional.

Keywords: *Electrocardiogram, Arduino Uno, Internet of things, biosignals, Microcontroller, Stroke*

Antioxidant Properties and Inhibitory Activities of Banana Heart (*Musa Acuminata*) Extracts on Some Enzymes Linked with Hypertension in Rat Heart

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Department of Biomedical Technology,

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Abstract

Banana blossom and Bract (*Musa acuminata*) are popularly known as banana heart, rich in nutrients and antioxidants with several health benefits. Unfortunately, these are always discarded and termed underutilized foods. Hence, this study seeks to determine the antioxidant properties and enzyme activities of banana blossom and bract (*Musa acuminata*) on rat heart. Banana heart which comprises of blossom with outer covering bracts were obtained from a local farm. The samples were sundried and pulverized for antioxidant assays; Total phenol, ABTS as well as inhibitory activities on enzymes related to hypertension; PDE-5, Arginase and AChE. The results revealed 0.26mgGAE/g and 0.0036mmolTEAC/g for total phenol and ABTS scavenging ability in bracts respectively compared to 0.19mgGAE/g and 0.0025mmolTEAC/g recorded in blossom. Moreover, bracts showed higher enzyme inhibitory activities in the tested enzymes (Arginase and AChE) with 25.97 and 53.13 values compared to 12.10 and 21.61 as recorded in blossom. However, higher inhibitory activities were revealed in blossom against PDE5 26.85 compared to 24.07 recorded in bracts. These findings showed that both blossom and bract contain substantial antioxidant properties and enzyme activities which could be engaged to maintain our heart health issues.

Keywords: *Bract, Blossom, Antioxidants, Hypertension, Enzyme activity, Musa acuminata*

Leadership and Developmental Challenges in Africa: Effects on Accountants in Public and Private Sectors

Dr. Adigwe Pretty Dennis

*Department of Accounting, Niger Delta University,
Wilberforce Island Bayelsa State*

Abstract

Leadership and development challenges in Africa have profound implications for professionals across various sectors, including accountants in both the public and private spheres. This article explores the multifaceted obstacles that hinder effective leadership and sustainable development in the African context especially Nigeria and delves into their specific repercussions on accountants. Drawing on a comprehensive review of existing literature and empirical evidence, the article examines how political instability, inadequate infrastructure, and limited access to quality education impact leadership and development efforts. Furthermore, this study analyzes how these challenges intersect with the roles and responsibilities of accountants in public and private sectors, shaping their professional landscape. Africa's socio-economic landscape is marked by a complex interplay of leadership deficiencies and developmental hurdles, which subsequently affect the professional environment for accountants. This study utilizes historical research methods, which entail analyzing secondary information sourced from pertinent books, academic journals, online materials, magazines, and newspapers. The aim is to investigate the analysis of key scholarly articles and empirical studies, this review delves into the ways in which inadequate leadership and developmental obstacles manifest in African contexts and influence the roles, responsibilities, and experiences of accountants. The findings suggest a need for a comprehensive understanding of these challenges to devise effective strategies for enhancing the role of accountants in contributing to sustainable development.

Keywords: *Leadership, Development, Accountants, Africa. Public sector*

Effect on Strength of Concrete Made with Partial Replacement of Sand with Marble Dust

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Abstract

Concrete is a major component of most infrastructural facilities today because of its versatility. Concrete is a critical material in the construction industry. Sand is a major component in the production of concrete while marble dust is a by-product of marble that can be used completely or partially to replace sand in the production of concrete. Using marble dust as an alternative to sand in making concrete enhances its quality. Deteriorating environment caused by excessive exploitation of sand is a reason for exploring another material of similar quality that can replace sand in manufacture of concrete. This study was conducted in order to decide the effect on concrete strength made with part replacement of sand with marble dust. In this project, experiments were carried out to determine the compressive strength of concrete produced with marble dust instead of sand at varying percentages; the optimum replacement level was also determined. Additionally, sieve analysis tests were carried out on the sand and marble dust in order to determine their fineness modulus. All the concrete cubes were allowed to cure over 7-days, 14-days and 28-days separately. From the results obtained, concrete of maximum compressive strength was produced by replacing 50 percent of the sand with marble dust when compared with the other replacement levels. Compressive strength improved for the curing ages from using 100% sand up to 50% replacement of sand with marble dust. The maximum compressive strength obtained was 37 N/mm² after 28 days of curing and this occurred at 50% replacement level. The fineness modulus obtained for marble dust was 3.50 while that of the sand was 3.51. Marble dust can therefore be mixed with sand of similar fineness modulus as fine aggregate in concrete production.

Keywords: *Construction industry, Compressive strength, Sieve analysis, Curing ages, Fineness modulus*

Examining Spread of Anemia Among Under-Five Children in Nigerian: A Geo-Spatial Study

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Abstract

Among different public health challenges facing countries in the sub-Saharan Africa, anemia remains a menace among children less than five years old. This results into increase in the risk of child mortality. This research assesses the spread of anemia in Nigeria using spatial analysis. The study examines effects of some selected socio-economic variables in the prevailing level of anemia among under-five children in Nigeria. Data from the Nigeria Malaria Indicator Survey (MIS) as surveyed by the National Population Commission (NPC) in collaboration with the Demographic Health Survey (DHS) are used. The anemic level of the children is assessed by the level of hemoglobin (Hb). The effects of the selected independent variables on the anemia status of the children are assessed using a structured additive distributional regression model. Estimation of the parameters is done using the Bayesian approach. Findings from the analysis reveal that the male children have lower Hb level in comparison with the female. Also, children residing in urban area have higher Hb level than those from rural areas. Most children with reported cases of malaria two weeks preceding the enumeration are found to have severe anemia. From the six geo-political zones in the country, children from the North-West region are found to have significantly highest Hb level and hence are the least anemic. Efforts towards eradicating malaria especially among children under the age of five should be improved on. This will in turn results to lower cases of severe anemia among children. More health education on relevance of improved nutritional supplements should be provided, particularly among rural dwellers. Micronutrient supplements that help in militating against diseases that causes shortage in red blood cells should be made more accessible through various government intervention lines.

Keywords: *Public health, Spread Anemia and Rural dwellers*

Constraint Current Control for Grid-Connected Power Inverter

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Abstract

Recent study has paid much attention in the areas of renewable energy (solar and wind) as an alternative method to derive electrical power rather than going by fossil fuels (coal, natural gases etc.) which constantly emits carbon dioxide and other harmful substances into the atmosphere. The emission of these undesirable harmful substances into the atmosphere have caused climatic changes for example global warming, acid rain, low precipitations and unwanted desert encroachment. These badly affect the quality life of humans and animals. In response to these problems, methods of reducing carbon content emissions become necessary through the use of renewable energy sources (Photovoltaic system, Wind power, Fuel cell etc.). As a result, research on grid-connected inverter have recently become a very hot topic as a means of interfacing renewable energy sources to utility grid. With good interfacing, the renewable energy sources can be able to solve not only the problem of carbon emissions into the atmosphere but also to efficiently support the grid from increased demand of electrical power. Thus, this research has focused on designing a constraint current controller for grid-connected inverter using linear quadratic regulations (LQR) method. The idea of using LQR control design as opposed to classical PI controller is that The LQR provides optimal current control by careful tuning of the input and state weighting matrices and therefore systematic control design can be achieved. Another advantage of LQR method is that constraint handling can be address through an offline optimization technique. This is necessary in order to protect the inverter system components (semiconductor switches) and improve its reliability.

Keywords: *Grid-connected Inverter, LQR, Constraint handling, Optimization*

The Impact of Bookkeeping on the Survival of Small Businesses in Ondo City

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Abstract

This paper examines the effect of bookkeeping on the survival of Very Small businesses in the Ondo City. A sample of 150 respondents was selected through stratified and random sampling. Data was collected mainly through questionnaire. Descriptive (percentages) and inferential (the Chi square) statistical tools were used for the analysis and testing of hypotheses. The findings revealed that most very small businesses in the Ondo City have an account clerk and record their transactions manually following the single-entry system. The major bookkeeping challenge they face is the lack of time, as such many of them maintain only the sales book. The study also revealed that when adequately kept, bookkeeping significantly influences the survival of very small businesses in the Ondo City as it enables them to trace their problems and to provide appropriate solutions. It was recommended that very small business owners should acquire further training in bookkeeping or employ qualified bookkeepers to assist them in their tasks.

Keywords: *Bookkeeping, very small businesses, accounting system and survival*

Curbing Threats and Challenges to Nigeria's National Development Through Citizenship Education

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Abstract

This paper looks at some of the problems negating the developmental efforts in Nigeria. The paper adopted descriptive method of data gathering, identifies corruption, electoral violence and malpractices, political instability, injustice, favouritism, bad policies, high cost of governance/Jumbo pay for public officers, insecurity, etc as the threats and challenges facing the developmental processes in Nigeria. It is recommended that citizenship education be made a compulsory subject in all the schools as well as strengthening the National Orientation Agency to change the avaricious attitude of Nigerians.

Keywords: *Challenges, Corruption, Citizenship, Curbing, Education, Development, National, Threats.*

Design and Construction of Reinforced Concrete Seat Using Anthropometric Data

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Abstract

The design and construction of reinforced concrete bench using anthropometric data was carried out by collecting anthropometric data from the students of Higher Institutions from different schools in South-Western Nigeria to design and produced reinforced concrete bench seat. The anthropometric data of about five hundred students were collected which includes male and female students. The data were then analyzed using Microsoft office excel software to obtain the average, median, maximum, and minimum of weight, height, shoulder span, lap length, upper leg length and waist which was used to design the concrete bench. The reinforced concrete bench was designed to accommodate three students and was produced from the mixture of fine aggregate, coarse aggregate, cement, water and reinforcement bars, using the concrete grade of 20N/mm². A trial mix of ratio 1:2:4 was adopted to achieve the strength based on the available materials. A formwork was prepared in other to create a shape for the seat that will be produced. The wet concrete mix was later placed into the formwork and allowed to set. It was cured in order to achieve its maximum strength.

Keywords: *Anthropometric Design and Construction*

Development of Land Monitoring and Sales Management System

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Abstract

Land is scarce and vital to the typical Nigerian and African, land is also a major source of conflict for many families and individuals. This inspired the researchers to produce this work of research. The researchers were able to examine how land sales and purchases are carried out under the current system and clearly identify its flaws, which led to the specifications for the suggested method. Our civilization depends heavily on computers, which are now used to speed up and simplify daily tasks. Our civilization depends heavily on computers, which are now used to speed up and simplify daily tasks. Computers are used in almost all industries and businesses as a quick, simple, and convenient means of conducting business. As a result, this program, Design and Implementation of Property Sales Management System, is created to keep track of every transaction made with or on the land and to record land information system. Every land shown on the website will be a land that has been authenticated. As a result, it will be simple to maintain details on the size, location, ownership (even if it is generational family land), and the kind of building or business that can be built on the piece of land. It will also be simple to access stored records. As a result, the data in this software will be kept in a database utilizing the MySQL server as the DBMS. Other tools like PHP, HTML, CSS, and Apache will also be used.

Keywords: *Land, Sales, Agriculture, Industrialize, Administration, Fraudster*

Development of SMS-Based Results Notification System

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Abstract

The capacity to send multimedia communications like SMS, Video, Data files, and Images is only one of the many services that consumers can access thanks to the development of mobile network communication systems. The design and implementation of a system (SMS-Based Result Notification System) that allows students to easily get exam results using SMS technology on their mobile phones and devices are described in this paper. Mobile phones and other devices are essential tools, especially for students as they make communication and information sharing much simpler. The Short Message Service and other technologies offered by mobile devices are utilized by the Result Alert System (SMS). The deployed system enables enrolled students to view their results, including older ones, so long as they are stored in the database of the system.

Keywords: *RAS, SMS, PDU, CSS, API*

Policy and Financial Performance of Deposit Money Banks in Nigeria

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Abstract

This study examines the relationship between dividend policy and financial performance of Deposit Money Banks. The specific objectives are to examine the relationship between dividend payout ratio and financial performance, and to analyze the relationship between dividend yield and financial performance. Survey research design was adopted in this study and Secondary sources of data was used, through the extracted audited annual reports of 18 selected Deposit Money banks for the period of 2015 – 2019 listed in the Nigeria Stock Exchange. The data were analyzed using the Auto-Regressive Distributed Lag (ARDL) regression technique. The study revealed that financial performance is relevant in ascertaining dividend payout ratio. The study recommends amongst others that management team of deposit money banks should have a good and robust dividend policy in place to determine the percentage of dividend pay-out that would enhance financial performance in term of return on equity, and also invest quality time to increase dividend yield to improve its impact on financial performance of deposit money banks in Nigeria.

Keywords: *Dividend Policy, Financial Performance, Earnings per share, Deposit Money Banks*

Impact of Information and Communication Technology (ICT) on Instructional Service Delivery in Senior Secondary Schools of Bauchi State

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Abstract

The introduction of information and communication technology (ICT) especially the internet has brought immerses changes in the world and more in communication technology. While educational institutions are under increasing pressure to use the new information and communication technologies (ICTs) to teach students the knowledge and skills they need in the 21st century. This study determined the influence of information and communication technology (ICT) on instructional services delivery in secondary schools of Bauchi state. The study adopted quantitative research method and employed stratified and simple random sampling technique in dividing the three senatorial districts and administering the questionnaires to the selected secondary schools in Bauchi, while unified theory of acceptance and use of technology (UTAUT) and Technology Acceptance Model (TAM) were used in the study. The statistic finding shows that there is need for significant influence of ICT on instructional service delivery in secondary school of Bauchi State. The study concluded that acceptance of technological advancement in the process of learning and teaching in secondary school of Bauchi State will have a significant impact on the student performance and teaching approach. The study recommended that government should support and collaborate with Non-governmental organization in providing ICT instructional materials to all secondary schools in Bauchi state which will enhance effective interaction for learning and teaching performance through the use of digital technologies.

Keywords: *Information and Communication Technology (ICT), Instructional Service Delivery, impact, Secondary Schools*

Influence of Good Leadership in the Development of Academic Libraries in Delta State, Nigeria

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Abstract

The paper carried out literature review on the influence of good leadership in the development of academic libraries in Delta State. Libraries have been adjudged as the heart of tertiary institutions in which both students and staff run to in the pursuit of knowledge and personal development. Libraries as mediators which they choose to be between the average user and the information resources, have deemed it fit in the area of digitalization of its local content as well as acquisition of digital resources in order to promote quality educational research in the institutions in which they serve. The question now is, are these libraries properly managed by their managers to meet the hopes and aspirations of their users through quality leadership? This paper therefore, examined the influence of good leadership in the development of libraries in Delta State, the role of managers of libraries in promoting quality leadership, challenges facing library managers in a bid to meet leadership obligations and of course, strategies to promoting quality library leadership and development were discussed succinctly.

Keywords: *Good leadership, Influence, Academic libraries, Development, Delta State.*

An Exploration of Nigeria's Food Security Dilemma

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Abstract

This paper explores Nigeria's dilemma in her strive to achieve and sustain food security which is a top priority of every state, irrespective of its national, regional and global strength in economic, political, military and other perspectives. Currently, Nigeria being the dominant African state is in a dilemma of not only achieving, but also sustaining her food security as many parts of the country rely on humanitarian assistance and or food importation with stressed, famine and crisis situations. The paper is qualitative and collects data from secondary sources as journals, books, official reports, international Governmental and Non-Governmental statistics, The dilemma of Nigeria's food security centre around several factors and issues with interplay by both natural and human factors which altogether not only threaten but weaken the drive to achievement and sustenance of food security. The study explores the dilemma with multi-dimensioned issues of climate change, misconception of food security itself, inconsistent, non-sustainable and incoherent government policies on agriculture and food, faulty and un-uniformed land tenure system and management, food wastages of nearly 30% of total food production, conflicts, proliferation of fake and adulterated agro-allied chemicals in the agro-allied industry, poor usage of agricultural technology, unfavourable market conditions, plant and animal diseases, access to financial resources, rapid population growth without commensurate food production, food poisoning, among others. For Nigeria like other states, food security is both complex and diverse to conceive, manage and achieve, but it is not what can be achieved ordinarily and not over short period of time. Concerted public and private policies and efforts, strong public and private commitments of energy, time, and huge resources have to be made.

Keywords: *Agriculture, Dilemma, food security, land, Nigeria.*

Accessing Soil Physicochemical Properties of Selenium Fortified Soil

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Abstract

Since the beginning of time, fertilizers have been used to replace the nutrients in soil. Both organic and inorganic fertilizers have been shown to replenish the organic and inorganic components of soil. This study aimed to evaluate how selenium (Se) fertilizer incorporation affected the physicochemical characteristics of the soil on which it was applied. Se fertilizer was added to the soil in five different concentrations: control, 0.01%, 0.05%, 0.1%, and fertilizer without Se. The soil's physicochemical characteristics, including its Se content, pH, organic and inorganic matter, were evaluated. Our findings indicate that when Se fertilizer incorporation increases, soil Se levels (ppm) rise. It was noted that there was no discernible variation in soil pH across the groups. The fertilizer with 0.05% Se inclusion had the maximum organic carbon content, whereas the fertilizer without Se group had the lowest. The highest organic matter was found in the group of fertilizers with 0.01% Se inclusion, whereas the lowest was likewise found in the fertilizer without Se group. The greatest amounts of inorganic matter were found in the 0.05% Se fertilizer inclusion for Ca and Mg, and the 0.1% Se fertilizer inclusion for Na and N. Except for the group to which fertilizer without Se was applied, there is no discernible difference between the groups in terms of soil K levels. In conclusion, adding Se fertilizer to the soil may be helpful in replenishing the soil's organic and inorganic nutrients.

Keywords: *Selenium; Soil; Soil pH, Organic matter; Inorganic matter.*

Analytical Evaluation of Sexual and Gender-Based Violence Among Female Undergraduates in South Western Nigeria

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Abstract

Numerous types of research, over time, indicate that Sexual and Gender-Based Violence (SGBV) is a public health problem in Nigerian Tertiary Institutions. However, there is still insufficient knowledge about beliefs and socio-economic implications regarding gender-based violence among Nigerian Undergraduates and how receptive they are to help change this culture by participating in prevention programs. This study, therefore, intends to use findings from a cross-sectional study in selected southwestern Nigerian tertiary institutions, especially institutions like colleges of education, school of health technology, school of nursing and midwifery, monotechnics, technical and vocational schools and polytechnics, where we have a more significant percentage of female undergraduates and relatively low awareness of Sexual and Gender-Based Violence, to measure prevalence, determinants, pattern, beliefs, socio-economic implications, risk factors including rape and SGBV acceptance, and readiness for change. Two research instruments were used for the study; Sexual and Gender-Based Violence Questionnaires (SGBVO); and Sociological Construct Questionnaire (SCQ). More so, a designed survey was administered to 1,200 female undergraduates from the selected schools. The findings provided insight into these undergraduates' prevalence, pattern, determinants, and beliefs, their socio-economic impacts, and how they operate together to scaffold sexual and gender-based violence in Nigerian higher institution settings and subsequently, recommendations were made.

Keywords: *Sexual and Gender-Based Violence (SGBV), Prevention programs, Socio-economic impacts, and Female undergraduates*

On The Stability of a Three Time Levels Modified Implicit Scheme for the Solution of a Parabolic Partial Differential Equations

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Abstract

This paper proposes a three times level modified Implicit scheme developed from a two times level implicit scheme (the Crank-Nicolson scheme) for the solutions of parabolic partial differential equation (diffusion equation). The stability of the scheme was developed using the matrix stability method and the von Newman method, both methods was found to be unconditionally stable. Also, the scheme was applied to solve linear parabolic equations and solutions were compared with the solution of a two times level scheme also with the analytical solution. The three times level scheme was found to be better and accurate than the two times level scheme. The results of the methods are presented in tables and the 3-D graph was also plotted using maple software.

Keywords: *Three-time levels, Two-time levels, Implicit scheme, von Newmann method, matrix stability, Parabolic Equations.*

The Role of Context-Responsive Leaders in the Culture Re-Engineering of Tertiary Health Institutions in Bayelsa State

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Abstract

Culture is significant to the effectiveness of the institution. The challenge of the 21st century leader is one that borders on aligning institutional cultures, in terms of belief systems and norms, with the changing dynamics of the global environment. That way ensuring its survival, relevance and sustained well-being. In view of the above concern, this paper empirically examines the role of context-responsive leadership in the re-engineering of the culture of tertiary health institutions in Bayelsa State. The specific objectives of the research are such that examine the extent to which dimensions of context-responsive leaders, namely – learning, adaptability and knowledge integration; are reflected within tertiary health institutions in Bayelsa State, as well as the impact of such on the culture reengineering process of such institutions. The study thus adopts a cross-sectional survey, anchored within a quantitative method, and a positivism research philosophy. Related conclusions and recommendations are premised on the findings of the investigation.

Keywords: *Leadership, Organizational context, Tertiary health institutions, Culture, Bayelsa State.*

Peace Building in the Northern Nigeria Under Goodluck Jonathan's Administration: Integrating Almajiri with Western Education

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Abstract

Since the emergence of Boko Haram terrorist groups in the North, the search for peace has been the primary preoccupation of the Nigerian Government. The Nigerian Government has deployed security forces to the area with the hope that the use of brute force can forestall peace in the region. Despite the high security engagement, the Boko Haram continued to destroy, kidnap, maim, and kill innocent Nigerians. The military engagement could not prevent the Boko Haram groups from having sympathizers among the deprived groups especially the Almajiri. The danger which Boko Haram posed to the security of the country propelled the Goodluck Jonathan's administration to come out with a policy to address the challenges of the terrorists from the root. Consequently, the Nigerian Government under Jonathan came up with a national policy guideline for the integration of the Almajiri education with western education. This paper therefore examines the implications of integrating Almajiri education with western education on peace building in Northern Nigeria. Relying on primary and secondary sources, the paper is of the opinion that the integration was the first attempt at addressing the challenge of the Boko Haram insurgency from the root of the problem. The paper is also of the opinion that the integration was the surest way of preventing the Boko Haram groups from finding sympathizers among the hopeless youths and the Almajiri groups.

Keywords: *Emergence, Boko Haram and Almajiri*

Women Empowerment: Panacea for Poverty Reduction and Economic Development in Nigeria

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Abstract

Many women entrepreneurs in developing countries most especially Nigeria are facing disproportionate obstacles due to lack of mobility, capacity and technical skills, with some experiencing several discrimination, hardship and exclusion. This paper examines women empowerment as a panacea for economic development and poverty reduction in Nigeria. The study tests the hypothesis that women empowerment has effect on poverty reduction. Data used for this study were sourced from both secondary and primary sources of data. The data were analyzed using frequency tables, percentages, mean and z-test. The study was conducted using some selected women entrepreneurs registered with National Association of Small-Scale Industries (NASSI) in Edo State, Nigeria. The study found out that women need education, skills, access to assets/credit, social protection in order to fully develop their productive assets and tackle poverty. The researchers recommended that for women, their families and society to reap the benefits of economic development and poverty reduction; investments in and empowerment of women both economic and socially are inevitable but imperative.

Keywords: *Economic Development, Empowerment, Poverty Reduction, Women*

Workforce Diversity on Organisational Effectiveness in Some Selected Companies in Rivers State, Nigeria

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Abstract

This study critically examined the effect of workforce diversity on organizational effectiveness of selected manufacturing firms in Rivers State, Nigeria. The study adopted descriptive survey research design. The population of the study was made up of the entire staff of 12 randomly companies registered with Manufacturers Association of Nigeria (MAN), Rivers State branch. The staff strength of the 12 randomly selected manufacturing companies was 1360. A sample size of 262 respondents was determined using the Stat Trek Sample Formula. A total of 262 copies of questionnaire were distributed to the staff of the selected companies, out of which 247 copies were correctly filled and returned. Validity of the instrument was carried out using content validity, and this was done by 5 management experts from both the academia and the industry. Internal consistency test that uses Cronbach alpha coefficient as a test statistic was used to test the reliability of the instrument, yielding a coefficient of 0.782. Simple Linear Regression and Pearson Product Moment Correlation Coefficient were used to test the hypotheses at 5% significant level. The findings revealed that gender diversity significantly promoted peaceful working atmosphere ($p = 0.001 < 0.05$, $\beta = .756$); ethnicity diversity had positive significant effect on innovation ($p = 0.001 < 0.05$, $\beta = .809$); educational background diversity had positive relationship with competition ($r = 0.658$; $p = 0.000 < 0.05$); age diversity had a significant effect on succession planning ($p = 0.001 < 0.05$, $\beta = .874$); and religion diversity had significant effect on employee commitment ($p = 0.001 < 0.05$, $\beta = .514$) in the manufacturing firms under study. The study concluded that workforce diversity had a significant impact on the effectiveness of manufacturing firms. This is seen in the effect gender, ethnicity, education; age and religion have on the organizations' competitiveness, peaceful working atmosphere, employee's commitment, succession planning as well as organizational innovativeness. The study recommended that; the management of firms should ensure that they continuously provide equal opportunity to both gender as this will promote a peaceful working atmosphere; there should be policies that address the employment of individuals from different ethnic group as this has a positive effect on the innovativeness of employees, the management of the various organizations should enact a standard for educational attainment of individual before qualifying for an employment, employment of various age brackets should be encouraged in the organization even though it should be done with caution; and lastly, individuals from different religious background should not be discriminated against; hence, the management should encourage the employment of individuals from different religious background.

Keywords: *Diversity, Organisation, Workforce, Effectiveness*

The Impact of Compensation Systems on Employee and Organizational Performance in the Nigerian Banking Sector: A Case Study of First Bank PLC and Fidelity Bank

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Abstract

This study investigates the impact of compensation strategies on employee and organizational performance, focusing on First Bank Plc and Fidelity Bank in Nigeria. The primary objective is to examine how compensation systems influence employee performance. The research population comprised 62 staff members from the selected banks. Using ANOVA sampling techniques, a sample size of 54 respondents was selected, out of which 50 completed and returned the questionnaire. Data were presented using frequency tables and percentages to highlight respondent characteristics and responses. Pearson's correlation coefficient was employed to analyze the relationship between variables and test the research hypotheses. Findings from the study reveal a positive correlation between regularity of promotion and employee attitude to work, with a correlation coefficient of 0.402 and a significance level of 0.005. This indicates a statistically significant relationship between promotion practices and employee performance. The study recommends that banks prioritize fair and equitable compensation practices, emphasizing that consistent and transparent promotion systems can significantly enhance employee motivation and overall organizational performance.

Keywords: *Compensation management, Employee performance, Job satisfaction, Organizational performance, Banking sector*

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