

13th - 14th August, 2025

**National Strategic  
Conference on  
Governance &  
Development Strategies**



Theme: \_\_\_\_\_

**Globalization & Development  
in Nigeria: Issues, Challenges  
& Prospects**

**ABSTRACTS  
& PROCEEDINGS**

University of Abuja, Nigeria





# **NATIONAL STRATEGIC CONFERENCE ON GOVERNANCE AND DEVELOPMENT STRATEGIES**

UNIVERSITY OF ABUJA

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## **THEME**

Globalization and Development in Nigeria: Issues, Challenges & Prospects

**DATE:** Wednesday 13th - Thursday 14th August, 2025

**TIME:** 10:00am

## **CONFERENCE LOC**

**Prof. Yusufu Zoaka**

Department of Political Science  
University of Abuja, Nigeria

**Ogbu, Collins**

Department of Political Science & Int'l Relations  
University of Abuja - Nigeria

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# **NATIONAL STRATEGIC CONFERENCE ON GOVERNANCE AND DEVELOPMENT STRATEGIES**

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## **CONFERENCE PROGRAMME**

### **DAY ONE – Tuesday 12th August, 2025**

Arrival of Guest/Conferees/Delegates

### **DAY TWO – Wednesday 13th August, 2025**

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

Conference Registration	- 9:00am – 10:00am
Opening Prayer/Welcoming Remark	- 10:00am – 10:15am
Institutional Brief/Chairman's Opening Remark	- 10:15am – 10:30am
Plenary Session	- 10:30am – 12noon
Launch Break/Group Photograph	- 12noon – 1:00pm
Plenary Session 2/Research Training	- 1:00pm – 4:00pm
Policy Review Session	- 4:00pm – 5:00pm

### **DAY THREE – Thursday 14th August, 2025**

Departure of Guest/Conferee/Delegates



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**Bassey Anam**  
Director - IIPRDS & UN-African IP-SDGs  
University of Calabar-Nigeria

*Paul Henderson*

**Paul Henderson**  
United Nations Research Consultant  
New York, United States

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**Professor Ravindra Kumar**  
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## Environmental Dimension of Corporate Social Responsibility and Corporate Reputation Among Customers of Telecommunication Services in Bauchi

<sup>1</sup>Murtala Habibu & <sup>2</sup>Zubairu Abubakar Abdullahi

<sup>1&2</sup>Department of Marketing,  
Federal Polytechnic Bauchi

### Abstract

This study examined the causal relationship between the environmental dimension of corporate social responsibility and corporate reputation in the telecom industry in Nigeria, and the overall perception about a firm's past behavior and outcomes from the view point of customers. This study employed a cross-sectional survey research methodology, with a population of 210,782 people picked using a multi-stage sample process and a structured questionnaire to elicit information. The result of the correlation shows that Environmental dimension shows there is positive, stronger and significant relationship ( $p < 0.000$ ) between economic dimension of corporate social responsibility with the respondents' perception on corporate reputation ( $r = 0.844$ ). Based on the literatures, the study concluded that MTN held a very good reputation in the eyes of its subscribers. Therefore, the study recommended that the MTN Nigeria had to use environmental dimension of corporate social responsibility critically with the view to improving perception of stakeholders toward its effort on engaging in corporate socially responsible activities in order to enhance its overall corporate reputation.

**Keywords:** *Corporate Reputation, Corporate Social Responsibility, Environmental Dimension*

## The Impact of Verbal Abuse and Peer Group Influence on Divorce Rates: A Quantitative Analysis

Adamu, Isah Kamba

*Department of Statistics*

*Waziri Umaru Federal Polytechnic, Birnin Kebbi, Kebbi State.*

### Abstract

This study examines the relationship between divorce rates and two social factors: verbal abuse and peer group influence. Using multiple regression analysis on data collected from 71 cases, the research demonstrates that both verbal abuse and peer group influence are significant predictors of divorce rates. The regression model explains 87.9% of the variance in divorce rates ( $R^2 = 0.879$ ,  $p < 0.001$ ), indicating strong explanatory power. Verbal abuse emerged as the strongest predictor ( $\beta = 1.10$ ,  $p < 0.001$ ), with each unit increase associated with a 1.10 unit increase in divorce rates. Peer group influence also showed a significant positive relationship ( $\beta = 0.836$ ,  $p < 0.001$ ). Correlation analysis revealed a strong association between verbal abuse and divorce rates ( $r = 0.882$ ), and a moderately strong relationship between peer group influence and divorce rates ( $r = 0.698$ ). The findings suggest that while both factors contribute significantly to divorce rates, verbal abuse plays a particularly crucial role. These results have important implications for marriage counseling, divorce prevention programs, and domestic violence intervention strategies. The study provides empirical evidence for the need to address both individual relationship dynamics and social influence factors in efforts to support marital stability.

**Keywords:** *Divorce rates, Verbal abuse, Peer group influence, Multiple regression analysis, Marital stability*

## Educational Technology in the Nigerian Educational System: Implications for the Digital Economy and National Development

**Sulaimon Keji Sakiru**

*Department of Educational Technology, School of Education  
Federal College of Education, Iwo, Osun State, Nigeria.*

### Abstract

This paper discussed the challenges of the Digital Economy in Nigeria and role of Educational Technology of Secondary schools in Nigeria. The study utilizes a comprehensive literature review, secondary data, which were collected from print and online publications, and data analysis to investigate the current state of educational technology implementation, its benefits, challenges, and potential contributions to the nation's socio-economic progress. The paper concluded that the obstacles to the successful application of educational technology for national development include a lack of funding, a scarcity of qualified teachers, inadequate infrastructure, a lack of instructional materials, insecurity, teacher attrition, and outdated data. The article hereby recommends the following measures to address these issues: increasing financing for teacher training in educational technology, hiring more professional instructors, building more EduTech facilities, and providing sufficient teaching materials.

**Keywords:** *Educational Technology, Digital Economy, Instructional Materials, Chemistry curriculum*

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## Evolving an Effective Integration of Education, Skill Development and Entrepreneurship: A Strategy for Achieving Development Goals for African Nations

<sup>1</sup>Dr. Hamaza Alhaji Sulaiman & <sup>2</sup>Mode Marafa

<sup>1&2</sup>*Department of Curriculum and Instructions*

*School of General Education, Shehu Shagari College of Education, Sokoto*

### Abstract

Education, Skills, and Entrepreneurship as Strategies for Achieving Development Goals in Africa. This paper encompasses various aspects of economic and social development in Africa, including education and skill development, the role of entrepreneurship in economic growth, and the impact of these factors on achieving development goals. The relationship between education and economic development in Africa, including the impact of education on poverty reduction, health outcomes, and economic productivity. The importance of developing specific skills and vocational training programs to address the needs of the labor market in Africa. The role of entrepreneurship in driving innovation, creating job opportunities, and contributing to economic growth in African countries. Policies and initiatives aimed at promoting education, skill development, and entrepreneurship as drivers of sustainable development in Africa. The paper should provide valuable insights for policymakers, educators, entrepreneurs, and development practitioners to design effective strategies and interventions that contribute to the overall development of African nations. Education and skill development, the role of entrepreneurship in economic growth, and the impact of these factors on achieving development goals

**Keywords:** *Integration, Education, Skill Development, Entrepreneurships, Development Goals and Africa*

## The Role of Women's Entrepreneurship in Fostering Sustainable and Reliable Economy in Nigeria

Ishaque Garba Abubakar

*Federal Polytechnic, Bauchi*

### Abstract

This study explores the role of women's entrepreneurship in fostering sustainable and reliable economy in Nigeria. Despite facing systemic challenges, including limited access to finance, cultural biases, and inadequate infrastructure, women entrepreneurs have demonstrated resilience and innovation in various sectors. This paper examines the current landscape of women's entrepreneurship in Nigeria, and identifying key barriers hindering growth. By employing a mixed-methods approach, we gather quantitative data from entrepreneurial women across diverse regions and qualitative insights from interviews with industry experts. The findings reveal that enhancing access to education, financing, and mentorship programs can significantly empower women entrepreneurs. Furthermore, the paper discusses policy implications and strategic initiatives that can create an enabling environment for women's entrepreneurship. Ultimately, this research contributes to the discourse on gender equality and economic development, proposing actionable recommendations that align women's entrepreneurial potential with sustainable economic growth in Nigeria, paving the way for a more equitable and resilient economic future.

**Keywords:** *Women's Entrepreneurship, Sustainable Economy, Nigeria, Gender Equality, Economic Development, Policy Recommendations*

## Classical Methods and Henry Scheff's Model on Compressive Strength of Concrete: A Comparative Approach

**Akigwe Ifeanyi Micheal**

*Department of Civil Engineering,  
Federal Polytechnic Oko, Anambra State Nigeria.*

### Abstract

In the building and construction process, it is pertinent to know the compressive strength of concrete using casted cubes and obtain result of concrete cubes at 28th day. Usually, three concrete cubes were casted to determine its strength. Using Henry Scheff's polynomial approximation is quite cumbersome. This paper is an attempt to develop a simple mathematical model based on MATLAB R2007b code and compare it with that of Henry Scheff's polynomial model. The model formulated compares favourably with the experiment data. It also satisfies the students t and chi-square X2 tests. The optimum value of concrete strength predicted by this model is 37.55N/mn2 corresponding to a mix ratio of 1:1:2 of cement, sharp sand and chippings respectively at a water cement ratio of 0.650.

**Keywords:** *Compressive strength, water cement ratio, mix proportion, curing ages.  
Henry Scheff's polynomial, MathLab R2007b code*

## Leadership Role in Africa and the Liberation Movement {A Review of Politics of Development and the Quest for Emancipation}

<sup>1</sup>Edokpa Fadal Mary (PhD), <sup>2</sup>Araba, Akeem Ayanda (PhD) &

<sup>3</sup>Abdulrasheed, Hamza Bamidele (PhD)

<sup>1</sup>*Department of Political Science, Faculty of Social Sciences,  
Ambrose Alli University, Ekpoma, Edo State, Nigeria*

<sup>2&3</sup>*Department of Politics & Governance, Faculty of Management and Social Sciences  
Kwara State University, Malete, Nigeria*

### Abstract

Given the challenges of the contemporary African state in relation to leadership roles in the fight for civil and human right have been of great concern. Considering the African paradox of underdevelopment is also an inevitable variable for total sovereignty. Looking at the general minimal level of success and manner upon which this success was achieved by the African people as a continent through their various leaders in a quest for political emancipation is an issue for thought. It is an expression of a symbol of concern that calls for immediate/effective change in the various approaches and methods earlier employed in the fight for her liberation movement. It only shows that African political independence and their involvements and associations with all international organizations have only granted a little opportunity for success within and outside the state. This paper then sees Africa with a clear vision of commonly shared goals, with similar accepted rules and empirical beliefs, as a continent that needs to exploit new avenues of opportunity to achieve their general goals. Focus is therefore on the review of transformation and systematic political, economic and social development which is a practical emancipation. This paper evaluation the reasons accounted for the retard level of development and suggestion by which this dream of general success can be achieved. It evaluates the various means of intensifying efforts to achieve a better life for the African people by way of eradicating all neo-colonialism and post-colonialism through rational policies. Finally, its suggests that the entire motivating variable upon which the spirit of the African are rested and built upon can only be achieved through various responsible world representatives leaders. However, the use of qualitative design method is employed.

**Keywords:** *Development, Emancipation, Neo-colonialism, Leadership and Poverty*

## Israeli-Palestinian Conflict: The Powers at Play and What is Required to Break the Jinx

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### Abstract

The long-standing Arab- Israel conflict is teetering on the precipice of regional war, if not global war. Many nation-states, non-states actors and global institutions using various antics in support of either one of their protagonists - 'Israel or Palestine' – amplifying the crises to the level of complete annihilation of human races in the middle-eastern region, thereby questioning their conscience and moral values to broker peace for their collective healthy co-existence, development and growth. Using the clash of civilizational approach paradigm espoused by Samuel P. Huntington (1996), this paper therefore explores the circumstances that led to the conflict ab initio to varying degree of exogenous interests at play promoting the conflict. The paper uses content analysis of documents which are narrative in nature and secured substantially from secondary sources obtained from internets, newspapers, journals, magazines, and books. The paper finds out that so long as the proposed '1947 United Nations adopted Resolution 181 known as the 'Partition Plan' for the implementation of two independent States (Palestinian Arab and the Jewish Israel), with Jerusalem internationalized' is not implemented, peace will never reign. Rather, the antics and activities of regional to global actors will continue heighten in sustaining the crisis for their diverse ulterior interests in maintaining their sphere of influence in the region, control resources in the region to the other strategic military industrial adventures and complicities. The paper recommends, among other things, the immediate cease fire from the ongoing onslaught being carried out by Israel against Palestine in Gaza and Lebanon, exchange of hostages, to nation-states with conscience coming together under the banner of various regional and global institutional arrangements to broker sustainable peace between the warring parties or break away their diplomatic ties with on any culprit nation bent on sustaining the conflict for supremacy, in addition to imposing trade sanctions.

**Keywords:** *Conflict, Clash of Civilization, Self-Determination, Sanctions, Proxy War*



## Reimagining National Security in Fragile States: AI Governance, Misinformation, and Counter-Terrorism in Nigeria

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### Abstract

National security in fragile states is no longer defined solely by control of territory or armed force; it is increasingly shaped by the management of information and the use of emerging technologies. In Nigeria, a country marked by persistent institutional weaknesses and violent extremism, the interplay between technological governance, misinformation, and counter-terrorism has transformed both the nature of threats and the state's responses. This paper examines how unregulated technological tools and widespread misinformation intersect to create new challenges for security and governance. Using securitization theory as the analytical lens, the study explores how the Nigerian government frames these issues as existential threats, justifying expansive security measures that often deepen public mistrust and institutional fragility. Through qualitative analysis of policy frameworks, security practices, and digital narratives, the paper reveals a paradox: efforts to secure the nation sometimes exacerbate social divisions and undermine democratic accountability. It calls for a reimagined national security approach that transcends militarized paradigms by emphasizing transparent governance, ethical oversight, and inclusive civic engagement. Nigeria's experience reflects broader dilemmas faced by fragile democracies navigating the complexities of security in the digital age where challenges are not only technical or territorial but also political, ethical, and societal.

**Keywords:** *Fragile States, National Security, Misinformation, Nigeria, Securitization Theory*

## Impact of Entrepreneurship Education on Economic Development Among Final-Year National Diploma Banking and Finance Students at the Federal Polytechnic, Bauchi State

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### Abstract

The study was conducted to perceive "The Impact of Entrepreneurship Education on Economic Development. Entrepreneurship is widely recognized as a significant driver of innovation, job creation, competitiveness and competition, and economic development and growth. The significance of entrepreneurial education is now becoming a vital part of different countries as it is playing an important role in accelerating countries economic growth. The main purpose of this study is to find out the influence of Entrepreneurship Education on Economic Development Among Final-Year National Diploma Banking and Finance Students at the Federal Polytechnic, Bauchi State. To examine various ways that could be employed to develop entrepreneurship in order to get the desired result among Final-Year National Diploma Banking and Finance Students at the Federal Polytechnic, Bauchi State. A descriptive survey research design was adopted. A sample of forty-nine undergraduate students of Banking and Finance was contacted for the purpose of the research. Structured questionnaire was used as instrument for data collection and was validated by 3 lecturers from Banking and Finance Department at Federal Polytechnic Bauchi. Data was collected personally by the researcher. The data was analyzed using mean and standard deviation. It was discovered that there is a positive and Significant influence of student's attitude, subjective norms and perceived behavioral control towards Impact of Entrepreneurship on Economics development among Final Year Banking and Finance Student at Federal Polytechnic Bauchi. The study has the following recommendations: There should be a professional entrepreneurship educationist and skill worker posted to our higher education of learning. Workshop and seminars should be organized periodically for students and businessmen to be aware of this entrepreneurship education. The teaching of entrepreneurship education should be more on practical than theory. The government should be of help to businessmen financially and otherwise.

**Keywords:** *Entrepreneurship Education, Economic Development and Students*

## In Effective Records Management and its Impact on Job Performance Staffs in Yobe State Civil Service Commission Damaturu

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### Abstract

The purpose of this research work is to find out "Effective Records Management and Its Impact on Job Performance Of Staffs in Yobe State Civil Service Commission Damaturu.". The objectives of the study are to determine how misfiling of records impacts on job performance of staff, o determine how misplacement of records impacts on the job performance of staff. The population of the study was (79). All the population was used since the population were not many. Structured questionnaire adopted and formulated (20) question from the questionnaire items derived from the four research questions. The findings revealed that, misfiling of records hinders timely completion of tasks, Misfiling of records leads to ineffective communication among staff, Misfiling of records increases stress and workload for employees, and it was recommended that, the Management of civil service commission should motivate Staffs more by organizing training on record management and data security more often, to enhance their proficiency on the job among others.

**Keywords:** *Record Management, Civil Service, Organization and Performance of Job*

## Impact of Training on Academic Staff Productivity in Federal Polytechnic Damaturu

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### Abstract

This project titled the "impact of training on academic staff productivity in Federal Polytechnic Damaturu is aimed to determine how poor funding, poor management, corruption and lack of adequately prepared schedule on staff training affect productivity of academic staff in Federal Polytechnic, Damaturu. The study is limited to academic staff in Federal Polytechnic Damaturu Yobe State with a population of three hundred and thirty-eight (338). Simple random sampling techniques was used in selecting 200 numbers of staff to represent the entire population. Structure questionnaire with 5 likert scale rating format was used as the instrument for collection, research used mean deviation formula to analyze the collected data. It was found that poor funding, poor management, corruption and lack of adequately prepared schedule negatively affect training and productivity of academic staff in Federal Polytechnic Damaturu. Based on the findings, it is recommended that, the school management should improve training programmed in order to increased employee performance, motivation and job satisfaction, training and development of employee a priority in order to get best workforce as well as improving the organization productivity.

**Keywords:** *Training and productivity, Organization, staff, and Management*

## Evaluating Economic Growth and Income Inequality: A Case Study on Nigeria

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### Abstract

This study focused on the GDP-led impact hypothesis in the case of Nigeria. Numerous econometric tools were engaged, such as Augmented Dickey Fuller (ADF) test, Quadratic Equation Regression Analysis and Multiple Linear Regression Analysis with the aid of STATA software on time series data from 1985-2023. The results of the Quadratic Equation Regression revealed that the Kuznets Inverted U curve does not hold for Nigeria. It's evident from the result obtained that Multiple Linear Regression Analysis does not provide much support for the view of a robust relationship between GDP and income inequality in Nigeria. It also does not imply that GDP is irrelevant in stemming income inequality in Nigeria. Rather, its analysis decreases the confidence in the idea that GDP has an exerted independent impact in reducing income inequality in Nigeria. Therefore, the empirical findings do not completely support the modernisation hypothesis that GDP reduces income inequality in Nigeria. It is, therefore, recommended that budgetary allocation should be pro-poor; based and targeted at improving the well being of the masses and not to further enrich the rich citizens.

**Keywords:** *Economic growth, Income inequality, Kuznets hypothesis, Nigeria*

## Empowering Female Micro Entrepreneurs Through Access to Islamic Microfinance Products and Services in Jigawa State

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### Abstract

The structure of Jigawa State Economy is largely characterized as a public sector led Economy, although with a great untapped potential of significant growth in the private sector, especially in the aspect of Small and Medium Scale Enterprise (SME). It is quite evident that at Government has implemented several policies, programs and strategies aimed at promoting the female micro entrepreneurs in the state. Various studies have fished out access to finance as one of the key challenges facing female micro enterprises. The main purpose of this study is to examine the potentials of accessible Islamic microfinance products on the development and empowerment of female micro entrepreneurs. The study used conceptual approach to finding out how accessible Islamic microfinance Products and service could be utilized as alternative and sustainable means of financing female micro enterprises Jigawa State. The findings reveal that Islamic microfinance products are useful in empowering and financing female micro enterprises. However, there is no single full fledge Financial Institution offering Islamic microfinance product and services, hence the study recommends strong policy action that would bring about establishment of Islamic Financial Institutions especially Islamic Microfinance.

**Keywords:** *Islamic microfinance, Small and Medium Enterprises, Microfinance*

## Rational Approach to the Design of a Sustainable Drainage System for Permanent Site of Federal Polytechnic Oko: A Case Study for Flood Mitigation and Environmental Management

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### Abstract

The design of a drainage system at the permanent site of Federal Polytechnic Oko in Anambra State is critical for mitigating flooding, managing surface runoff, and ensuring environmental sustainability. The design process employed a comprehensive analysis involving topographical surveys, hydraulic modeling, and the assessment of local soil types to ensure stability and efficient water conveyance. Proper slope gradients were considered to maintain adequate flow velocities and avoid sediment deposition, which could hinder long-term performance. From the result, the channel size estimated was 0.199m by 0.0199m and  $0.0199m^2$ . This study proposed a channel size of 1.4m depth by 0.5m width and  $0.7m^2$ , optimized to accommodate the anticipated peak flow resulting from heavy rainfall and storm-water events. This sizing is based on hydrological data, which considers rainfall intensity, runoff coefficients, and catchment area characteristics. The objective is to effectively convey storm-water while preventing overflow, erosion, and subsequent damage to infrastructure and properties. This sustainable approach incorporates provisions for maintenance and aligns with urban drainage standards to enhance durability and reliability. Implementing this drainage system will mitigate flood risks, safeguard campus facilities, and improve overall water management and contributing to the development of resilient infrastructure at Federal Polytechnic Oko.

**Keywords:** *Flood Mitigation, Drainage System, Sustainable Design, Environmental Management*



## Between Protection and Precarity: Non-State Actors in Security Governance and Management in Ebonyi State, Southeastern Nigeria

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### Abstract

This study examines the role of non-state actors in policing and security governance in Ebonyi State, southeastern Nigeria, through the lens of Security Governance Theory. Using content analysis of secondary sources—including academic literature, policy documents, and media reports—the research explores the interactions between state and non-state security actors, focusing on groups like the Ebubeagu vigilante outfit. Findings reveal that non-state actors address critical security gaps in under-governed areas by providing localized protection and crime deterrence. However, their lack of regulatory oversight often leads to human rights violations, extrajudicial violence, and the institutionalization of vigilantism, which heightens community tensions and weakens state legitimacy. This paradox—where non-state actors both enhance and undermine security—underscores the urgent need for a structured regulatory framework. The study advocates for legal reforms to ensure accountability, transparency, and human rights compliance while fostering strategic partnerships between state agencies and community-based security groups. By aligning grassroots security initiatives with institutional governance, these measures can mitigate abuses and strengthen collective safety. This research contributes to broader debates on hybrid security systems in postcolonial contexts, emphasizing the need for policies that balance informal security practices with democratic norms.

**Keywords:** *Non-state actors, Security governance, Ebonyi State Nigeria, Human rights Vigilantism*



## Big Data Analytics for Public Health Monitoring and Response in Nigeria: A Global Perspective

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### Abstract

The importance of public health surveillance and early response mechanisms is reflected in the national development process, particularly in a globalized environment where disasters often occur in different parts of the world. In this paper, we explore the potential of Big Data Analytics (BDA) for strengthening public health systems in Nigeria. Using data from disparate areas such as hospitals, mobile and online platforms, social media networks, and environmental sensors, among others, to detect disease outbreaks, track trends in healthcare, and make informed policy decisions. This study evaluates existing infrastructure and policy priorities relating to public health data management in Nigeria and analyzes its technical, ethical, and organizational challenges to effective BDA implementation. Attracting international case studies and emerging technologies, the paper proposes a strategic architecture to integrate BDA into the public health architecture in Nigeria. It calls for data governance, inter-agency collaboration, capacity building, and other measures that need to be integrated to improve sustainability and scalability. The finding concluded that adopting Big Data Analytics in a national public health scenario can significantly enhance the ability to anticipate, prevent, and respond to health hazards in Nigeria, thereby furthering national development and aligning with best practices in digital health management at a global scale.

**Keywords:** *Public health, Surveillance and Response mechanism*

## Qualitative Study on the Environmental Factors Responsible for Farmers- Herdsmen Conflict in Yobe State

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### Abstract

The objective of the present study is to analyse the environmental factors responsible for farmers- herdsmen conflict in Yobe State. The study adopted Eco-violence Theory, because both complemented each other in addressing objectives of the study. Methodologically, the study adopts qualitative research design. Purposive sampling technique was used to select the sample of 41 respondents. The data collecting instruments include FGD and in-depth interview (IDI) and the technique of data analysis was qualitative method. The findings of the study indicated that the farmers and herdsmen conflict in the study area causes life destructions; inter-ethnic rivalry and animosities, erosion and displacement of families. The major environmental factors of responsible for the conflicts are; climatic changes, land resource use, but there is also the breakdown of conflict intervention mechanisms. The effects of the conflict include destruction of lives, lack of harmony, inter-ethnic rivalry, social erosion and displacement of families, destruction of cattle, destruction of farmland and produce and environmental degradation of desertification. In conclusion, farmers- herdsmen conflict is on the increase in Yobe State and it is one of the major impediments to peace and security in the State today. To address the conflict, the research recommended that the Federal and Yobe State governments should establish conflict resolution mechanisms, through implementing effective dialogue platforms for farmers. The governments should also promote sustainable land use by encouraging agro-forestry and rotational grazing practices to optimize land use and reduce competition, etc.

**Keywords:** *Farmers- Herder, Conflict, Environmental, Yobe State*

## Impact of World Bank Assisted Intervention Projects on the Economic Development of Communities in Imo State, Nigeria

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### Abstract

The study investigated the Impact of World Bank Assisted Intervention Projects on the Economic Development of Communities in Imo State of Nigeria. A sample of 278 respondents was determined from the population of the communities which is 115,465, using Taro Yamane's formula. Ten communities from the Local Government Areas of the state, where World Bank assisted intervention projects had been carried out, were administered a well-structured questionnaire on a four-point Likert scale. Out of this, 253 were completed and returned. Primary data was adopted and used for assessment analysis from the intervening communities. The mean response of the respondents was calculated and compared with the criterion mean of 2.5 to determine if the question was positive or negative. Ordinary Least Square Regression Estimate was used for the analysis. The study used coded data which was obtained from a field survey conducted with a well-structured questionnaire. The findings of the study revealed that poverty reduction, education infrastructure, and health Infrastructure have positive impacts on the economic development of the communities. A unit increase in poverty reduction, education infrastructure and health infrastructure cause the economic development of the communities to increase. Consequently, it was concluded that intervention in these areas has improved the lives of the communities. It was therefore, recommended that assisted intervention projects by World Bank should be strictly monitored to ensure adequate project execution.

**Keywords:** *Impact, World Bank assisted intervention projects, Economic Development, Communities*

## Culture and Sustainable Development: Rethinking Africa's Development Paradigm

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### Abstract

The neglect of cultural dimensions in sustainable development discourses has contributed significantly to the developmental stagnation observed across many African states. While culture serves as a vital determinant and enabler of development, it is conspicuously absent as a core focus in the 17 Sustainable Development Goals (SDGs), which raises questions about the inclusivity and long-term viability of these goals. This paper argues that Africa's development challenges are intricately tied to cultural and structural factors, necessitating solutions that integrate cultural considerations into development frameworks. Using Nigeria as a case study, the research examines how cultural practices, values, and indigenous knowledge can be harnessed to drive sustainable progress. It underscores the necessity of incorporating cultural elements into global and national development agendas to achieve truly inclusive and enduring outcomes. By providing actionable insights, this paper serves as a critical resource for policymakers and researchers, advocating for a culturally integrated approach to sustainable development planning and execution in Africa.

**Keywords:** *Culture, Development policy, Indigenous knowledge, Sustainable development, Nigeria*

## The Role of Computer Science Education in Fostering Digital Skills for National Development in a Globalized World

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### Abstract

In an era of rapid technological advancement and increasing global interconnectivity, digital skills have become essential drivers of socio-economic development. This study explores the pivotal role of computer science education in equipping Nigeria's youth with the digital competencies needed to thrive in a globalized economy. It examines the current state of computer science curricula across Nigerian educational institutions, identifies key gaps in digital literacy, and evaluates how these shortcomings impact national development efforts. The research also investigates global best practices in computer science education and proposes a contextualized framework for curriculum reform and capacity building. The study highlights the need for strategic investments in teacher training, infrastructure, and industry-academic collaboration by analyzing policy documents, educational data, and stakeholder interviews. The findings underscore that a robust and inclusive computer science education system is critical not only for enhancing employability and innovation but also for positioning Nigeria as a competitive player in the global digital economy. The paper concludes with policy recommendations aimed at aligning Nigeria's computer science education with the demands of globalization and Sustainable Development Goals.

**Keywords:** *Technological advancement, Digital skills and National development*

## Security and Safety of Data and Information in Cloud Computing: Challenges and Possible Solutions

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### Abstract

Cloud computing has completely changed how organizations and businesses handle, store, and retrieve data and information. Assuring data security in cloud environments is still a major challenge, though the difficulties in protecting data in the cloud are examined in this paper along with potential fixes. Data breaches, data loss, legal and compliance issues, insider threats, insecure APIs, Distributed Denial of Service (DDoS) attacks, data segregation, the shared responsibility paradigm, and cloud service provider trust are some of the major obstacles. Strong access controls, encryption, backup and disaster recovery plans, security training, API security, DDoS mitigation strategies, data segregation, and a careful selection of trustworthy cloud service providers are some of the solutions that must be put in place. Organizations can improve the security of their data and information in cloud computing environments by proactively addressing these issues, guaranteeing availability, confidentiality, and integrity.

**Keywords:** *Shared Responsibility Model, Data Loss, Access Control, Data Encryption, and Compliance*

## Influence of Digital Technology in Overcoming the Stigma on Vocational Education in Osogbo Local Government Area, Osun State, Nigeria

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### Abstract

For a long time, Nigeria has developed a culture of discriminating against vocational education as people do not regard it as important as the academic form of education. This paper looks at how the use of Digital Technology can help to alter the prejudice that is associated with vocational education in Osogbo Local Government Area Osun State Nigeria. Based on the need to inform on how stakeholders in the education sector in Osogbo can harness the use of digital technology to improve the status of vocational education and the prospects of students in general, this paper will use existing literature. This lack of appreciation for vocational training in Nigeria can be explained by lack of information about vocational training, perceived low status of vocation professions and shortage of good vocational school. But this can be averted by digital technology in enhancing new avenues in learning and skill acquisition. Through offering the possibilities for one's instant access to comprehensive training materials, for eradicating the existing gap between the theoretical and practical aspects of the vocational education, as well as for offering rather intensive interconnected platforms for collaboration and networking, digital technology is capable of dramatically altering the current perception of the vocational education among the students in Osogbo and open numerous further opportunities for them. Therefore, there is a need for stakeholder engagement through policy makers, educators and industries where the use of digital technology is understood and the benefits of vocational education in Osogbo as well as other regions advocated.

**Keywords:** *Digital Technology, Vocational Education, Stigma, Influence*



## The Interplay of Economic Dynamics, Political Frameworks, Technological Advancements, and Entrepreneurship Education: A Synergistic Approach to Sustainable Development in Nigeria

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### Abstract

This empirical study delves into the interconnections between economic policies, political stability, technological advancements, and entrepreneurial education in fostering sustainable development. The research is anchored in Schumpeter's Innovation Theory, Institutional Theory, and Human Capital Theory, which collectively explain how policy environments, technological progress, and education shape entrepreneurship and economic sustainability. Using a descriptive survey research design, data were collected through a structured questionnaire titled "Entrepreneurial Growth and Sustainability Survey (EGSS)", distributed to 200 entrepreneurs and 50 policymakers and stakeholders across different economies. The questionnaire measured economic policies, political stability, technological advancement, entrepreneurial education, and business sustainability on a 10-point Likert scale. Data were supplemented with secondary sources, including global economic indices, policy reports, and innovation rankings. The research engaged review expert validation and reliability testing (Cronbach's Alpha = 0.86) to ensure the accuracy and consistency of the instrument. A multiple regression analysis revealed that technological advancements ( $\beta = 3.2, p < 0.001$ ) and political stability ( $\beta = 2.7, p < 0.001$ ) have the strongest influence on business sustainability. Economic policies ( $\beta = 2.1, p < 0.01$ ) and entrepreneurial education ( $\beta = 1.9, p < 0.01$ ) also contribute significantly. The model explains 74% ( $R^2 = 0.74$ ) of the variation in business sustainability, confirming the synergy among these factors. Findings suggest that countries with stable governance, strong technological infrastructure, supportive economic policies, and well-structured entrepreneurial education systems experience higher business survival rates and sustainable economic growth. The study recommends increased investment in digital infrastructure, policy reforms to enhance business environments, and the integration of practical entrepreneurship training into education systems to strengthen economic resilience and drive long-term sustainable development.

**Keywords:** *Entrepreneurial Education, Economic Dynamics, Policymakers, Political Frameworks, Sustainable development*



## Ensuring the Safety of Workers in the Building Industry

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### Abstract

Workers, safety is the process of protecting employees in the building industry from work related illness and injury. Safety could be physical, emotional or financial, but all is aimed at improving or protecting the well being of the employees. However, in most parts of Africa and Nigeria precisely these safety measures are not always taken into consideration hence resulting to injuries and sometimes death of workers. The research work is aimed at sensitizing the society on some personal protective equipment [PPE] which can act as a barrier between the worker and the potential danger, hence protecting their body from harm. At the end of this research work we would understand some safety measures necessary to protect our employees/ workers from injuries and even death hence improving the welfare of the workers and inhabitant of the community at large.

**Keywords:** *Safety, physical, Financial, Protective equipment*

## Improving Building Aesthetics Using Forms and Shapes

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### Abstract

Forms in architecture may be defined as a composition of various shapes of different sizes to give a structure that has a unique external appearance and high aesthetic value. Various shapes can come together to create various emotions in life such as happiness, war, confusion, power, and sports and when these happens the composition may be referred to as concept. Some architects misuse these shapes and forms hence creating an imbalance in design. This research work is prepared to educate the society on the simple ways of composing these shapes to achieve, aesthetics, balance, uniformity and stability in design. At the end of this research work, we would have educated the society on how to use simple shapes and forms to achieve high aesthetics in the buildings in our society.

**Keywords:** *Emotion, Concept, Composition, Durability*

## Harnessing Social Innovations Towards Sustainable Flood Mitigation in Nigerian Urban Areas: A Globalisation Perspective

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### Abstract

Flooding is a persistent challenge in urban areas of Nigeria that is exacerbated by rapid urbanization, poor drainage systems, and climate change. In an increasingly interconnected world, globalisation plays a dual role intensifying some of these challenges while also providing access to innovative tools, partnerships, and knowledge systems. Studies have shown that traditional flood mitigation strategies often fail due to inadequate infrastructure and limited government resources. However, this study seeks to explore how social innovations within the context of globalization can foster sustainable flood mitigation in Nigerian cities. This study employs a systematic literature review to analyze existing research on social innovations in flood risk management, focusing on community engagement, digital technologies, and public-private partnerships. The findings reveal that social innovations such as citizen-led early warning systems, mobile-based flood reporting, and community-based disaster response networks often influenced or inspired by global practices significantly enhance local resilience. However, challenges such as weak institutional frameworks, lack of funding, and inadequate policy integration have hindered the widespread adoption of innovation in Nigerian urban areas.

**Keywords:** *Globalisation, Social Innovations, Sustainable Flood Mitigation, Sustainable Development, Nigerian Urban Areas*

## The Influence of Gamification in Schools

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### Abstract

Gamification-the application of game-design elements in non-game contexts-has emerged as a transformative approach in educational settings, aiming to enhance student engagement, motivation, and learning outcomes. This study explores the influence of gamification in schools, focusing on its psychological, pedagogical, and behavioral impacts on students and educators. By integrating elements such as point systems, leaderboards, badges, and quests into classroom instruction, gamification seeks to foster a more interactive and stimulating learning environment. Drawing on both qualitative and quantitative data from multiple schools, this research examines how gamified instructional strategies affect student participation, academic performance, and classroom dynamics across various grade levels and subjects. The findings reveal that when implemented thoughtfully, gamification significantly boosts intrinsic motivation, improves retention of information, and cultivates collaborative skills. However, the study also highlights potential drawbacks, including over-reliance on extrinsic rewards, unequal participation, and challenges in maintaining long-term engagement. Furthermore, the research delves into teachers' perceptions and preparedness for integrating gamified tools, uncovering a need for targeted professional development and institutional support. The study concludes that while gamification holds considerable promise for revolutionizing traditional educational practices, its effectiveness hinges on careful design, alignment with curricular goals, and continuous evaluation.

**Keywords:** *Gamification, Influence, Engagement and Motivation*

## Understanding how Small Businesses in Gidan Waya Work: A Qualitative Study

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### Abstract

This study explores the operational dynamics of small businesses in Gidan Waya, Kaduna State, Nigeria, through in-depth interviews with 20 business owners. Employing a qualitative research approach, this study sheds light on the challenges, strategies, and resilience of small business operators in a local context. A theoretical framework grounded in Small Business Management, Entrepreneurship, and Routine Activity theories is proposed to understand the intricacies of small business operations and security challenges. Key findings reveal that small businesses in Gidan Waya face challenges such as limited access to finance, infrastructure deficits, market competition, and security concerns, particularly burglary. However, business owners demonstrate adaptability and innovative strategies to navigate these challenges. Based on the findings, recommendations are made to support small business growth, including improved access to finance, infrastructure development, capacity-building programs, and enhanced security measures. The study concludes that understanding the unique dynamics of small businesses in local contexts is crucial for developing effective support systems.

**Keywords:** *Small Businesses, Entrepreneurship, Security Challenges, Burglary, Local Economy*

## Examining the Development and Implementation of Inclusive Pedagogical Approaches that Promote Equity and Accessibility in Digital Learning Ecosystems

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### Abstract

This paper examines the development and implementation of inclusive pedagogical approaches aimed at promoting equity and accessibility within digital learning ecosystems. The increasing prevalence of digital learning platforms necessitates a focus on ensuring that all learners have equal opportunities to access and benefit from educational resources. This paper outlines the review on the principles and benefits of inclusive pedagogy, challenges and barriers to equity and accessibility in digital learning, and strategies for developing and implementing inclusive pedagogical approaches. The paper concludes by providing insights into how educators and institutions can create more equitable and accessible digital learning environments, ultimately leading to improved learning outcomes for all students.

**Keywords:** *Development, Implementation, Inclusive Pedagogical Approaches Equity, Accessibility and Digital Learning Ecosystems*

## Design of Standard Sewer Line at Permanent Site of Federal Polytechnic Oko: A Case Study for Urban Water Management

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### Abstract

This research focused on the design of a sewer system at the Federal Polytechnic Oko's permanent site using a water consumption rate of 200 liters per capita per day (lpcd), which was converted into a wastewater discharge of 0.077 cubic meters per second ( $\text{m}^3/\text{s}$ ). The design was carried out using the rational method, with topographical data of the study area—slope, area, and drainage lengths—extracted from a detailed topographical map. Hydraulic analysis using Manning's equation was performed to determine pipe capacities and sizes required for each length of the path. The results revealed pipe sizes ranging from 170.69mm to 296.29mm, with velocities between 1.11 m/s and 3.36 m/s. The range of velocities revealed showed that the system is capable of ensuring self-cleaning flow and minimizing risks of sedimentation and scouring. To accommodate peak flow conditions and future capacity needs, a 350mm pipe size was proposed. The design effectively balances flow velocity, capacity, and system adaptability, ensuring long-term reliability and performance. Recommendations for maintenance, material selection, slope optimization, and periodic reassessment were provided to enhance system sustainability and efficiency.

**Keywords:** *Standard Sewer, Water Consumption, Peak Flow, Self-Cleaning and Water Management*

## Revenue Generation and Utilization in Nigerian Local Governments: Issues and Challenges

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### Abstract

Local Governments globally are recognized as crucial and indispensable units of government. They are well placed to co - ordinate programmes of both political and socio – economic development at the grass root. Local governments in Nigeria are given multiple functions, some of which are wide in scope like education, health, water supply and rural electrification. In order to perform these functions creditably well, they need viable means of generating funds. Finance is the livewire of any organization or State and no State or organization can function successfully without sufficient funds. The success or failure of any local government depends to a large extent, on the funds available to the local government and the way the resources are managed. Local governments in Nigeria usually lack enough funds to carry out many of their functions. This is depicted by lack of good roads, health care centers with dilapidated structures, schools without good structures or adequate infrastructures and lack of electricity which is very rampant in many local governments. This menace has encouraged rural – urban migration with its attendant consequences which includes job shortages in the urban areas, rise in crime rate, decline in agricultural production and generally frustrates development efforts. This paper has set some objectives for itself. First, is to trace the origin of revenue generation in the Local Government. Second, is to discuss the sources of revenue to the Local Government. Third, is to interrogate the challenges of generating revenue or funds in the local government. Fiscal Federalism and Public Choice theory were utilized as the theoretical framework. The secondary means of data collection was utilized. The study concludes that for Local Government to perform their functions effectively and efficiently, they must be given enough tax base and financial autonomy.

**Keywords:** *Revenue Generation, Utilization and Local Government*



## Insecurity: A Principal Road Block Against Sustainable Development in Nigeria

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### Abstract

This paper argues that the rate of insecurity of lives and property has constituted great backwardness and damage towards sustainable development in Nigeria. It is worthy of note that the motive behind the formation and operation of the security agents is to foster protection of lives and property which has now been characterized with various politics such that the agency has lost its focus on essentialities. Indeed, this has been one of the major challenges militating against good governance and sustainable development in Nigeria which is a principal road block to socio-political and economic development in the country. However, efforts at ensuring standardization of the security forces and attain violent free society characterized with good governance, protection of lives and property and so on have always been in vain due to the ravaging storm of corruption, social vices of various forms thereby propelling challenges against sustainable development. As a corollary, it is further examined that insecurity is a rape on good governance, democratic consolidation and socio-economic development thus working against societal integration. Hence, it is not uncommon to submit that the security of lives and property can no longer be guaranteed in the country due to perhaps failure or lack of readiness on the part of the security agents to act as agents of change which they are said to have been known for. The study employs the use of both primary and secondary sources to generate the needed data for interrogation. The data sources are further reinforced with the administration of oral interview with relevant stakeholders and members of the public to elicit more information with a view to providing *lasting* solutions to the spate of security challenges confronting Nigerians.

**Keywords:** *Security Agents, Good Governance, Corruption, and Insecurity*

## The Multinational and Sustainable Development Challenges in Nigeria: A Case of Royal Salt Limited Ikwo Ebonyi State 2012- 2023

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### Abstract

The Royal Salt Limited a foreign firm in Ikwo has been in operation with its mining activities since 2003, its operations has prompted this study, which conducted a comprehensive investigation into the activities of RSL, evaluated the environmental and economic development and challenges of Ikwo in Ebonyi State from this foreign firm, specifically examining the impact of Royal Salt Limited operations, if its operations brought Sustainable development that is continuous from time of inauguration to a long time in future, also whether this development maintain and solve the problem of the time and does not cease, or create havoc for posterity. Adopting corporate social responsibility (CSR) as the theoretical framework, the research navigates the complexities of environmental issues linked to Royal Salt Limited activities. Using a quantitative research method, with questionnaire and the survey method of data collections, application of the statistical method of analysis, there were empirical findings, that reveal a substantial attribution of environmental degradation in Ikwo, by Royal Salt Limited operations. Negative impact of environmental challenges on local communities was observed, there was complexities within RSL corporate practices, including regulatory noncompliance. However, we recommended the implementation of sustainable practices by the Multinational cooperation operations, aligning with principles of corporate environmental responsibility. The study recommends the resolve of the intricate between corporate activities and environmental challenges in area.

**Keywords:** *Environmental Development, Environmental Challenges, Multinational Corporations, Sustainable Practices, Corporate Responsibility*

## Product Innovation and Pricing Tool for Optimizing Competitive Advantage

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### Abstract

The study investigated product innovation and pricing tool for optimizing competitive advantage. Two research questions were used and two null hypotheses tested at 0.05 level of significance. The population of the study was made up of 70 members of staff and major dealers of Dangote noodle. The data collected were analysed using mean, standard deviation to answer the research questions and chi-square ( $\chi^2$ ) to test the hypotheses. The findings revealed that product development, diversification and market development as competitive strategies do ease competition and give competitive advantage to firms in the market place. From the findings, it was recommended amongst others that manufacturing firms should take cognizance the cost of production in which they should try to produce their products at the lowest cost possible, while still producing the required quality desired by their consumers and further engaging in high technological changes and improvement so as to ensure that they remain in production. By so doing, firms are assured of a high performance, which include profit making, efficiency and effectiveness in the industry.

**Keywords:** *Product innovation and Pricing, Competitive Advantage and Competitive Strategy*

## Developing a Multi-Dimensional Framework for Building Resilient Educational Systems in Nigeria Amidst Challenges

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### Abstract

This paper investigated a comprehensive, multidimensional framework aimed at strengthening the resilience of educational systems in Nigeria amidst persistent socioeconomic, political, and environmental challenges. The paper critically examined the current state of Nigeria's education sector, highlighting vulnerabilities exacerbated by poverty, political instability, and climate-related disruptions. It emphasized the importance of integrating innovative policy reforms, community engagement, and technological advancements to foster adaptive capacity and sustainability. The framework advocated for the establishment of resilient infrastructure, inclusive governance, and targeted capacity-building initiatives tailored to local contexts. By addressing systemic weaknesses and leveraging cross-sector collaborations, this approach aimed to ensure continuity and quality of education, even in times of crises. Ultimately, the paper underscored the necessity of a holistic and participatory strategy to transform Nigeria's educational landscape into a resilient pillar that supports national development and social stability amid ongoing challenges.

**Keywords:** *Framework, Educational systems, Multidimensional, Challenges, and Nigeria*

## Leveraging Technology for Sustainable Development in Nigeria Amid Globalisation

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### Abstract

Globalisation has reshaped economies and societies worldwide, opening new avenues for technological diffusion and innovation, particularly in developing countries. Nigeria, as Africa's most populous nation and largest economy, stands at a critical juncture where the deployment of technology can significantly bolster sustainable development efforts. This paper explores the interplay between technology, globalisation, and sustainable development in Nigeria. Drawing on the Sustainable Development Goals (SDGs) framework, it analyses how technology is being leveraged in sectors such as agriculture, health, education, and governance, and assesses the structural and policy constraints that inhibit technological transformation. The paper concludes with policy recommendations for harnessing technology within Nigeria's globalised context to achieve inclusive and sustainable growth.

**Keywords:** *Sustainable Development, Technology, Globalisation, Nigeria, SDGs, Innovation, Policy*

## Globalisation and its Impact on Local Governance in Nigeria: Challenges and Adaptive Strategies

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### Abstract

Globalisation, a multidimensional process characterised by increasing interconnectedness, liberalisation, and the diffusion of ideas, has reshaped governance structures globally. In Nigeria, local governance, being the closest tier of administration to the populace, has not been immune to the ripple effects of global change. This paper examines the impact of globalisation on the structures, functions, and autonomy of local governance in Nigeria. It critically examines the economic, political, and socio-cultural challenges posed by globalisation, including policy dependency, fiscal strain, erosion of traditional institutions, and governance fragmentation. Furthermore, the paper identifies adaptive strategies such as decentralisation reforms, capacity building, digital transformation, and localisation of development frameworks as necessary tools to reposition local governments for responsive governance in an era of global flux. The study adopts a qualitative methodological orientation, drawing insights from secondary data, policy reviews, and theoretical frameworks, including glocalisation and institutional adaptation. It concludes that while globalisation presents daunting challenges to local governance in Nigeria, it also offers a window of opportunity, provided reforms are contextually embedded and locally driven.

**Keywords:** *Globalisation, Impacts, Local Governance, Challenges and Adaptive Strategies, Nigeria*

## Green Marketing Strategies and Business Performance of Indigenous Leather Goods Enterprises in Northern Nigeria: Implications for Sustainable Governance

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### Abstract

This empirical study investigates the relationship between green marketing strategies and the business performance of indigenous leather goods enterprises in Northern Nigeria. Against the backdrop of growing environmental concerns and the need for sustainable industrial practices, this paper examines the extent to which the adoption of green product, green pricing, green promotion, and green place (distribution) strategies influences the financial and non-financial performance of these enterprises. The study also explores the implications of these green marketing practices for sustainable governance in the region. A mixed-methods research design was employed, utilizing survey questionnaires administered to 200 owners/managers of leather goods enterprises in Kano, Kaduna, and Sokoto states, supplemented by in-depth interviews with key stakeholders. The quantitative data were analyzed using descriptive statistics, correlation, and regression analysis, while thematic analysis was used for the qualitative data. The findings reveal a statistically significant positive relationship between the adoption of green marketing strategies, particularly green product and green promotion, and business performance, measured in terms of sales growth, profitability, and customer loyalty. However, the adoption of green pricing and green distribution strategies was found to be less pronounced, hindered by infrastructural deficits and price sensitivity in the market. The study also indicates that enhanced business performance resulting from green practices contributes to local economic development and has the potential to foster a culture of corporate social responsibility, thereby strengthening sustainable governance. The paper concludes with recommendations for policymakers, industry associations, and the enterprises themselves to create a more enabling environment for the adoption of green marketing, including capacity building, provision of incentives, and improved infrastructure.

**Keywords:** *Green Marketing, Business Performance, Indigenous Enterprises, Leather Goods, Sustainable Governance, Northern Nigeria*



## Perceived Ethical Challenges of Using Artificial Intelligence in Start-Up Development: A Study of Final-Year Business Students

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### Abstract

This study investigates the perceived ethical challenges of using Artificial Intelligence (AI) in start-up development among final-year business students in selected universities in North-West Nigeria. As future entrepreneurs and business leaders, their perceptions are crucial in shaping the ethical landscape of AI adoption in the burgeoning start-up ecosystem. A cross-sectional survey design was employed, with a structured questionnaire administered to a predicted sample of 384 final-year business students. The data were analyzed using descriptive statistics and Chi-square tests. The findings revealed that students perceive significant ethical challenges, particularly in the areas of data privacy, algorithmic bias, and job displacement. A significant relationship was found between the students' academic discipline (e.g., Accounting, Marketing) and their perception of specific ethical challenges. The study concludes that there is a pressing need for a more integrated approach to ethics in entrepreneurship education, specifically focusing on the implications of emerging technologies like AI. Recommendations include curriculum reviews to incorporate AI ethics and the development of practical case studies to better prepare students for the ethical dilemmas they may face in their entrepreneurial journeys.

**Keywords:** *Artificial Intelligence, Ethical Challenges, Start-up Development, Business Students, Entrepreneurship Education, Nigeria*



## Digital Cause Marketing in a Globalized World: How Technology Transforms Consumer Engagement for Multinational Brands

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### Abstract

In today's hyper-connected and globalized marketplace, multinational brands increasingly rely on digital technologies to design and deliver cause marketing campaigns that resonate with diverse consumer segments. This paper explores how technology-driven cause marketing initiatives influence consumer engagement, with a focus on Unilever's personal care product campaigns among postgraduate students. Drawing on a mixed-methods approach, the study examines how digital tools; such as social media platforms, AI-driven personalization, and data analytics enhance the reach, authenticity, and effectiveness of cause-driven messages across borders. It also investigates how globalization shapes consumer perceptions of these campaigns, particularly in emerging markets where cultural values and digital literacy levels vary. The findings aim to provide actionable insights for marketers and policymakers on leveraging digital innovations to strengthen corporate social responsibility efforts, foster deeper consumer engagement, and build sustainable brand loyalty in a global context.

**Keywords:** *Cause Marketing, Consumer Engagement, Digital Marketing, Technology, Globalization, Unilever, Sustainable Branding*

## Harnessing Women-Led Social Ventures for Health Equity and Resource-Based Self-Sufficiency in Africa: A Systematic Review Aligned with SDG 3

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### Abstract

This study examines the role of women-led social ventures in promoting health equity and driving Africa's resource-based self-sufficiency, aligned with Sustainable Development Goal 3 (SDG 3). These ventures are critical in delivering maternal and child health services, disease prevention, and improved healthcare access, they often face barriers such as limited funding, gender bias, and policy exclusion. These challenges undermine their scalability and long-term impact, especially in underserved African regions. A systematic review of 26 peer-reviewed articles published between 2019 and 2024 was analysed using the PRISMA framework, with data drawn from Google Scholar and ResearchGate. Findings reveal that women-led social enterprises use gender-sensitive, community-driven approaches to address health disparities, acting as grassroots engines of innovation and resilience. The study concludes that supporting these ventures through inclusive policies and strategic investments can strengthen local health systems and reposition African resources toward sustainable self-sufficiency, advancing both gender equity and public health development.

**Keywords:** *Women-led social ventures, Sustainable Development Goal 3 (SDG 3), global health, maternal and child health, healthcare disparities*

## Global Perspectives on Entrepreneurship Education and its Impact on Business Skills: Evidence from Covenant University, Nigeria

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### Abstract

In the context of increasing globalization and evolving market demands, entrepreneurship education has emerged as a critical driver for equipping students with essential business development skills. This study investigates how entrepreneurship education influences the acquisition of business skills, specifically financial and marketing, among students in Nigerian tertiary institutions using Covenant University as a case study. The purpose of the research is to evaluate the impact of curriculum content and teaching methods on students' entrepreneurial capabilities. The study adopted a theoretical approach supported by the Resource-Based View Theory, and as such is grounded in extensive conceptual and empirical literature. Through a critical review of existing educational practices, the research identifies significant gaps between academic instruction and real-world business application, particularly the limited use of experiential learning, outdated curricula, and insufficient industry exposure among faculty. The findings reveal that entrepreneurship education in Nigeria, when properly structured and delivered, can significantly enhance business development skills and better prepare students for global economic participation. The study concludes by recommending curriculum reforms, interactive teaching methodologies, and strategic resource investment as essential measures to improve the quality and relevance of entrepreneurship education in emerging economies like Nigeria.

**Keywords:** *Curriculum Content, Entrepreneurship Education, Globalization, Faculty expertise, Resource Availability, Teaching Methods*

## Technologies in Sustainable Production: Unpacking the Impact of Robotics Automation Within Nigeria's Globalisation and Development Context

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### Abstract

The manufacturing sector faces unprecedented challenges in balancing competitiveness with environmental sustainability, as traditional production approaches often increase carbon footprints and environmental degradation. The aim of this conceptual review is to explore and synthesize existing research on the role of robotics automation technologies in promoting sustainable production practices in manufacturing, specifically examining their impact on economic, environmental, and social sustainability. The study analyzed 76 peer-reviewed journal articles, conference papers, and industry reports published between 2009 and 2025. The review utilized multiple academic databases including Scopus, Web of Science, and IEEE Xplore, employing thematic analysis to identify key trends, challenges, and opportunities. The review revealed a significant increase in research on robotics automation and sustainability, particularly in recent years. Robotics automation technologies, including industrial robots, robotic process automation (RPA), and collaborative robots, demonstrate substantial potential to improve production efficiency, reduce environmental impact, and enhance workplace safety. However, future research should focus on developing integrated frameworks that combine robotics automation with circular economy principles and lifecycle assessments. Empirical studies are needed to quantify the holistic impact of these technologies on the triple bottom line of sustainability across diverse industrial contexts. Managers should consider investing in robotics automation technologies to improve resource efficiency and reduce environmental impact.

**Keywords:** *Environmental impact, Robotics automation, Sustainable development, Sustainable production*

## Bridging Global Talent Gaps: Leveraging HRIS to Advance Workforce Learning and Capacity Building in Nigeria's Sustainable Energy Sector

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### Abstract

Within the realm of globalisation, the Nigerian sustainable energy sector is facing pressure to produce a skilled labour force that is internationally competent. HRIS offers a strategic approach to advance learning amongst employees, streamline the development of talent and advance capacity building overall. Nonetheless, low HRIS adoption, inadequate digital infrastructure, and low organisational preparedness are some of the challenges facing the sector. The research employed a literature review approach to discuss how HRIS can be utilized to address global talent challenges in the Nigeria energy labor market. The results indicate that successful application of HRIS enhances superior training delivery, employee performance monitoring, and strategic workforce planning. Though it has ample potential, it has not been fully harnessed because of structural and policy-related impediments. The study finds that Nigeria could realize the full value of globalness in the workforce integration and the adoption of sustainable energy only through the purposeful investment in HR technology, digital literacy initiatives and the institutional change. Such initiatives are important in re-establishing the place of the Nigerian workforce in the worldwide energy economy.

**Keywords:** *Capacity Building, Globalisation, Human Resource Information Systems (HRIS), Nigeria, Sustainable Energy*

## Exploring the Impact of Flexible Work Arrangements on Employee Behavioural Outcomes in Nigeria: Implications for National Development in a Globalised Economy

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### Abstract

This research investigates the influence of flexible work hours on employee conduct, with a specific emphasis on KPMG Nigeria. Employees who have the ability to modify their work schedules are more adept at effectively handling their personal obligations and fulfilling their own requirements. The behaviour of employees has a substantial impact on the performance of a firm, influencing levels of engagement, contentment, and overall effectiveness. The study employed a quantitative survey methodology, utilising both convenience and stratified sampling techniques to administer questionnaires to a sample of 287 employees out of a total population of 1016. The results demonstrated a robust association between flexible work arrangements and employee behaviour outcomes, such as enhanced organisational efficiency, less staff turnover, and heightened employee participation. The study proposes that organisations may enhance employee engagement, contentment, commitment, and loyalty by integrating flexible work hours, training programs, hybrid work policies, and part-time employment into their recruiting efforts. It is important to provide training to managers and supervisors so that they can properly oversee and support these processes. This will ensure that there is consistency and that the organisation benefits from their contributions.

**Keywords:** *Flexible Work Arrangement, Employee Behavioural Outcome, Hybrid work, Part- time*

## Public Sector Financial Management and Service Delivery: Challenges and Opportunities in Nigeria

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### Abstract

Effective public sector financial management (PFM) is essential for accountability, transparency, and efficient service delivery in Nigeria. Despite reforms, challenges such as corruption, inadequate infrastructure, and inefficient budgeting hinder optimal service provision. However, ongoing reforms, adoption of international standards, and digitalization present opportunities to improve PFM practices. This paper examines Nigeria's PFM landscape, identifies key challenges, and explores opportunities for enhancing public service delivery.

**Keywords:** *Public Sector Financial Management, Service Delivery, Nigeria, Corruption, Fiscal Reforms, Digitalization*

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