

SELF-EMPLOYMENT AMONG IMMIGRANT IN NIGERIA

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ABSTRACT

This paper examined self-employment among immigrants in Nigeria. One of the greatest problems encountered by a developing country like Nigeria is job creation for the growing population. Due to this high level of unemployment, many Nigerians have migrated abroad for job hunt while the government in Nigeria struggles to create an environment for immigrants to thrive. Both Nigerians who migrate to other counties of the world and other immigrants who come in to Nigeria are unskilled, skilled and highly skilled. Those who are highly skilled are employed into paid labour while the low skilled and unskilled migrants resort to self-employments. Self-employment provides an opportunity to utilize human resources that might not be recognized in the general labor market because of discrimination or prejudice, for low skilled and unskilled immigrants and minorities with low educational qualification, language skills, and financial capital. In Nigeria, these immigrants engage in businesses such as importation, mining, fishing, shoe mending, establishment of industries among others. These in turn impact on the economy of Nigeria. This paper explained the concepts of immigrants' self-employment, reasons for immigration into Nigeria, Factors influencing self-employment of immigrants. The Economic impact of self-employed immigrants in and from Nigeria and problems encountered by self-employed immigrants are also discussed in the paper.

Keywords: Immigrant, self-employment.

There is no doubt that human migration has become a highly sensitive topic in public debate in the Western world and in Nigeria. As the debate on migration issues in some countries is currently dominated by the negative experiences and continue portraying awful images of the immigrant crisis (Hatton, 2016). Most countries advertise liberal migration policies which showcase the benefits immigrants enjoy and those they provide to the host community. Among the benefits is their contribution to the economic well-being of the entire national economy (Brzozowski and Lasek, 2019). Immigrants contribute to the every country's economy through the supply of labor as well as creation of employment. Immigrants are sometimes Entrepreneurs because they identify opportunities and create businesses thus, becoming self-employed. Azoulay et al. (2022) noted that they increase the demand for labor by creating job vacancies and therefore increasing labor tightness.

An immigrant is someone who makes a conscious decision to leave his or her home and move to a foreign country with the intention of settling there. Immigrants often go through a lengthy vetting process to migrate to a new country. Many become lawful permanent residents and eventually citizens, some of them seek this permanent residency as a strategy to eventually open a business or to gain meaningful employment in greener pastures jobs. They bear the risks and uncertainties of the operation in

exchange for potentially high profits. Thereby, the specificity of self-employment as a labour market strategy has been embedded in its time, effort and risk -demanding character. Similarly, migration is a strategy associated with high costs and uncertainty of outcomes. Thus it should follow that immigrants, since they are risk-takers by nature, have greater propensity to become self-employed, than natives (Nestorowicz, 2012).

Self-employment could be referred to as self-reliance. A self-employed person is self-reliant. Self-employment is a situation in which an individual works for himself instead of working for an employer that pays a salary or a wage (Investopedia, 2018). A self-employed individual earns his income through conducting profitable operations from a trade or business that he operates directly. Self-employment may be seen either as a survival strategy for those who cannot find any other means of earning an income or as evidence of entrepreneurial spirit and a desire to be one's own boss.

It is common to say that migrants, especially from Africa, are willing to take risks. That is why greater percentage of victims of boat mishap in the Mediterranean sea are Africans who are seeking for either better employment opportunities or a good environment where they can become self-employed. Self-employed immigrants make a significant contribution to a host country's economy by creating jobs, bringing know-how and innovation, transferring knowledge and fostering economic and social networks between the countries of origin and the destination (Brunetti&Zaiceva, 2023). This means that some immigrants who travelled into other countries with the mindset of

getting a better employment but because of some factors they resort to self-employment. Their decision to become self-employed may be due to the possibility of earning higher income than in paid employment, or by other favourable attributes such as more freedom, flexibility and self-realization. On the other hand, individuals may be “pushed” into self-employment due to their disadvantaged position in the labour market, such as unemployed who cannot find a job in the wage sector, or recent immigrants due to the language barriers, inappropriate education or qualifications, or discrimination (Constant and Zimmermann, 2014, Orrenius and Zavodny, 2009). This marginalization of the immigrant is in most cases the reason for self-employment.

Brunetti and Zaiceva (2023) pointed out cultural differences, differences in labour market prospects, access to financial resources, Different attitude to risk taking, and credit as reasons immigrants and natives are likely to have different self-employment propensities. This paper will attempt to explain the concepts of immigrants and self-employment; Factors influencing self-employment of immigrants and immigration policy affecting immigrants’ self-employment are also discussed. The roles of immigrants in employment creation, problems encountered by self-employed immigrants and the ways forward are analyzed in the paper.

Reasons for Immigration into Nigeria

1. **Employment:** The unskilled, skilled and most especially the highly skilled individuals are beneficial to every country as they complement the existing

skills of the labor force of the natives. Immigrants apply their technical know-how and business skills in creating jobs, no matter how small, just like every other native citizen, which often creates jobs for the unskilled individuals. Both the skills of an immigrant and that of a native are slightly different due to their different backgrounds, culture among other areas. This makes the skills of immigrants compliment those of the native citizens.

2. **Involuntary Immigration:** forced migration is a result of natural and human-made factors, such as rapid or gradual environmental degradation, political conflicts, persecution and warfare. The humanitarian situation in West Africa is worsened notably due to insecurity and high unemployment rate, as well as drought (Adedokun and Karzanova 2019).
3. **Refugees and Asylums seekers in Nigeria:** The crises in the North-West and South-West provinces of Cameroun Republic occasioned by the demand for self-determination by Anglophone Cameroonian citizens in these provinces and the subsequent crack down on the protesters by its government had caused the influx of 7,805 refugees into Nigeria as of 2017. Currently Refugee Camps are built in different places in Nigeria to care for these immigrant refugees. Adedokun and Karzanova (2019) listed these camps: Ajassor, Agbokim Waterfall, Masson, Amana, Utanga, Ikom, Etung, Obudu (upranch), Obanliku, Ekang village, Mfaniyen village, Ojok village,

Mbebah village, Nkame, Ajasong and Boki all in Cross River State. Other camps are Oron, Ikot-Eket and MkpateEnin in AkwaIbom State. Other states that recorded refugees are Taraba and Benue states.

Immigrants' self-employment

The term Immigrant self-employment has not been specifically defined among researchers due to constant changes in the world of immigration around the globe (Nestorowicz, 2012). Self-employment is a situation in which an individual works for himself instead of working for an employer that pays a salary or a wage (Investopedia, 2018). Immigrant self-employment is associated with the immigrant starting his/her own business in the host country and not being in labor employment (Ambrosini, 2013; and OECD, 2015). To operate the business, the immigrant owners can either do it by him/her self, or employ people to work for him. Immigrant self-employment refers to an immigrant being the owner of his/her business at his/her own account and risk, independently of with or without employees. Immigrants research their destinations, explore employment opportunities, and study the language of the country where they plan to live. Most importantly, they are free to return home whenever they choose.

In Nigeria, Youth unemployment appears to be alarming because many youths lack “employability” skills that are often acquired from vocational schools (Isah, Oboh and Lawal, 2012). The position of Oboh and Lawal was in agreement with the vanguard of Dec 23, 2004 which noted that youth unemployment has moved from 4.3% in 1985

to 5.3% in 1986, to 7.0% in 1987 and jumped to 60% in 1997. The report shows that in 2003 primary school accounted for 14.7% unemployment, secondary school 53.6%, and tertiary schools constituted 12.4%. The nation's poverty level was put at 70% and more than 91 million Nigerians are said to live on less than one dollar per day. Also it has been well documented that Nigeria's higher institutions lack the tools to give students the skill employers need. There should therefore be some form of school-work-based learning incorporated in studies in higher institutions across the land as an integral part of national development strategy as this could reduce the burden of unemployment and poverty on the people (Fafunwa, 1974). When these graduates come out from school without any good employment, most of them resort to migration; it is from the money they make from menial job that most of them used to open businesses to become self-employed.

The disadvantage theory suggests that the experience of discrimination or disadvantage in the general labour market is responsible for immigrant self-employment. A variety of factors, including the lack of recognition of foreign credentials, segregated labour markets, racism, and discrimination, discourages immigrants from seeking preferred jobs in the 'mainstream' labour market, and as a result they tend to be more concentrated than the native-born in small businesses. Hong (2007) argued that since immigrants' self-employment is seen to be a result of blocked access to 'good' jobs in the labour market, they often find that they have to work harder

than the native-born for the same amount of money, or that their income is less than that of their native-born counterparts with similar backgrounds and levels of education (Portes & Zhou, 1996). On the other hand, there are sample immigrant groups that move intentionally abroad as they are already “adequately resourced” from the very beginning by either self-employment backgrounds and/or sufficient “economic and symbolic capital” (Cruickshank & Dupuis, 2015).

Self-employment seems to be the preferred choice of immigrants to other countries so that they can earn their living in host destinations (Nestorowicz, 2012). It may be chosen for many reasons, of which, it seems, finding a solution against unemployment (Cruickshank & Dupuis, 2015) or for social promotion especially for the lower class (e.g., in Italy, Ambrosini, 2013), rank highly. Among these immigrant groups, for instance, significant economic achievements are the creation of worker demand for the domestic field industries or service lines that had not existed in the host country before immigration (Ambrosini, 2013). Or the establishment of either new supply chains in the host country (with respect to food, services and leisure activities, (Ambrosini, 2013; Brzozowski, 2017b) or new supply chains within an ethnic enclave (Brzozowski, 2017a). For instance, many Nigeria resort to opening grocery shops to sell African food-stuffs after suffering racism, abuses at work and work stress. As such, it is believed that immigrants are engaged in self-employments. Although Sinnya and

Parajuli (2012) argued that running a business in low-productivity and less attractive sectors, and being new to the country, however, seem to result in being less integrated.

Factors influencing self-employment of immigrants

A variety of factors influence immigrant's self-employment; these factors include: government policies, segregation, and access to financial resources, business legalization, political suppression, and human resource class.

1. **Government policies:** Self-employment might sometimes be chosen for the immigrants, that is, by governments and the ways their immigrant support and policies ensure immigrant competencies become useful in the economy (Neumann, 2016) or fill specific economic gaps (Hou & Wang, 2011). Consequently, the degree of economic integration differs from immigrant to immigrant and country to country.
2. **Segregation:** Nigeria and other African Countries receive immigrants from all over the world. Although a large number of these immigrants are from neighboring African countries, with such high number of migrants to a country that is already struggling in a recessed economic system, it calls for survival strategies for these immigrants. Some countries' natives especially in South African, Libya and Ghana frame up stories against immigrants, the framing is that the immigrants are here to steal jobs for locals (Noyoo et al., 2021). This line of thinking has affected the way locals think and leading to

societal segregation, xenophobic attacks, destruction of properties and death.

Moyo and Nshimbi, (2020) and Noyoo et al. (2021) argued that due to this segregation, African immigrants are often to the periphery with less room for mobility; this has become a serious challenge to their self-employment because such segregation limits the full participation of immigrants to an already challenging economic environment.

3. **Access to financial resources:** Immigrant find it difficult to access loan from banks and the host government (Muchineripi et al., 2019). In host countries including Nigeria, banks and other financing institutions do not support immigrant self-employers requiring capital (Abd Hamid, 2020). For immigrant to raise money for their personal business they rely mostly on first working for others and accumulating the wages for his business startup; also, Duan et al. (2021) added that immigrants also raise funds from their ethnic communities, friends and family. Personal wealth, access to financial capital and liquidity constraints are undoubtedly crucial factors affecting probability to become an entrepreneur, and immigrants and ethnic minorities generally have lower wealth, fewer financial resources and experience more difficulties in access to external financial capital.
4. **Business Legalization:** Immigrants also find it challenging to legalize their business due to bureaucratic processes put in place by the government.

Regulatory bodies that are supposed to assist business owners in regularizing their operations are deemed inaccessible and inhibit immigrant entrepreneurship growth in South Africa (Asoba and Mefi, 2020).

5. **Political Suppression:** Chiswick (1999) suggested that political suppression and instability in the country of origin might induce people to migrate for reasons other than economic ones. These non-economic migrants are not as prepared as people who move mainly for economic reasons to participate as a salary worker in the normal labor market. Hence, non-economic immigrants might find it less attractive to work in the normal labor market than economic immigrants. I assume that the level of political suppression in the country of origin is inversely related to the degree of economic incentives to migrate. Therefore, it is predict that the more political suppression in the home country, the higher the odds of self-employment in the destination country (Tubergen, 2014).
6. **Human resources class:** Immigrants have often acquired substantial human capital prior to coming to host countries like Canada, United Kingdom and United States of America among others. Infact, within current immigration policy in Canada applicants for admission with higher levels of education have a better chance of entering Canada than applicants with low levels of education (Li, 2003). The irony, however, is that immigrants often find their

foreign-earned degrees not recognized in the mainstream labour market. Although immigrant foreign-acquired human capital is devalued in the mainstream labour market, their human capital still reflects the possession of skills, work experience, knowledge and other qualities that are useful for establishing and successfully operating small businesses. Immigrants with more human capital also tend to possess better English or French language skills than those with less human capital. Better language proficiency allows them to operate more effectively in wider contexts with bankers, lawyers and government officials. They can also open businesses that cater not only to co-ethnics, but also to members of English and French speaking groups outside of the ethnic community. They can also take advantage of opportunities that require better language proficiency. Tubergen (2014) assumes that immigrants with few language skills do not perform well in the open labor market and may find it profitable to work for co-ethnics. Other factors include; lack of recognition of foreign credentials, segregated labour markets, racism, and discrimination.

Economic impact of self-employed immigrants in and from Nigeria

Immigrants and the role they play in job creation is an issue of keen interest to researchers. Self-employed immigrants, who work for profit or fees in their own business, encompass many of the nation's entrepreneurs (Hipple, 2010). Although

much is known about how many immigrants are self-employed, far less is known about their job creation activities. Immigrants contribute to the economic growth of their host countries in many ways; they bring new skills and competencies with them and help to reduce labour shortages through entrepreneurship. Entrepreneurs increase the demand for labor by creating job vacancies and therefore increasing labor tightness (Azoulay et al. 2022). However, the primary way recent entrants affect the host country's labor market is by establishing businesses and increasing labor supply, since they are more likely to work than demand labor services.

A key finding of the analysis by Kochhar (2015) is that immigrants are much more likely than U.S.-born workers to be self-employed. In the aggregate, the immigrant-to-U.S.-born gap in self-employment appears modest, 11% versus 10% in favor of immigrants. The author also found that Immigrants are a significant force in self-employment and in creating jobs. There were 2.8 million self-employed immigrants in 2014 and they had a payroll of 4.3 million workers. In shares, immigrants accounted for 19% of all self-employed workers and 15% of total hiring; the U.S. born made up 81% of the self-employed and was responsible for 85% of jobs created.

Immigrants who are self-employed and that working abroad remit money to Nigeria for developments. Remittance inflows from Nigerians abroad are a potential economic development tool. In sub-Saharan Africa, Nigeria is the largest recipient of remittances, receiving nearly 65 % of officially recorded remittance flows to the region

and 2 % of global inflows. In 2014–2017 net remittances transferred by Nigerian migrants to the country exceeded significantly foreign direct investment, foreign portfolio investment flows to Nigeria and accounted for 3,68–5,85 % of GDP for respective years. The World Bank ranked Nigeria fifth among the highest remittance-receiving countries in the world. Yet official data on remittances do not include monetary inflows through informal and unregulated channels, especially through friends returning to Nigeria and through goods sent to Nigeria which are readily converted into cash.

Nigerians in the Diaspora are also active in transnational transactions and have promoted the flow of trade, capital and technology back to Nigeria. A large number of Nigerians trade in West African countries, such as Ghana, Benin, Côte d’Ivoire, Senegal, the Gambia and Cameroon. Most of them establish temporary residence in these countries from where they undertake business trips to Nigeria. Their business ventures in Nigeria make considerable contribution to the local economy by providing a wide assortment of goods and services (Nigeria immigration service, 2017)

CONCLUSION

It has been noted that while some immigrants are nuisance to the country, many of them contribute greatly to the economy of that country through self-employment. Literature have shown that highly skilled Nigerians who had been trained in the country migrate to work abroad especially in Us, Canada and UK. In the United States and Europe, highly

skilled Nigerians represented a large proportion of the total immigrant population. Nigerian Diasporas abroad are highly qualified specialists with skills in engineering, medicine, education, and law and information technology, among others. Most of them are gainfully employed as doctors, nurses, lecturers, and IT professionals in the United States, the United Kingdom, Saudi Arabia, South Africa and other countries. However, others struggle to make ends meet, with jobs such as cleaners, cab drivers, construction laborers, hair dressers, automobile repairer and retailers. These unskilled labours according to Jones (2019) resort to self-employment after a long period.

Nigeria immigrants are mostly highly skilled personnel who come in to establish industries and work in the engineering and ICT companies. Other immigrants are those who come in as a result insecurity from the neighboring countries and those who come in for self-employed businesses. In all of these, the immigrants have contributed to job creation and economic growth in Nigeria.

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LEADERSHIP AND ENTREPRENEURSHIP ADVANCEMENT: A PANACEA TO NATIONAL SECURITY, PEACE AND DEVELOPMENT.

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ABSTRACT

The paper focuses on leadership and entrepreneurship advancement as it relates to national security, peace, and development. It aimed at assessing the role entrepreneurship play in curbing social vices as it helps in job creation and how leaders can leverage it to develop the nation at all levels of governance. It also took a swipe on how organizations can leverage intrapreneurship to create a synergy that works instead of creating a breeding ground for unhealthy competitions. Sources of data for the paper were basically secondary from textbooks and websites. One of the recommendations made was the inclusion of government in the private sector through tax unification and support.

Keywords: *Leadership, Entrepreneurship, Intrapreneurship, Advancement, National development, Peace, Security.*

INTRODUCTION

The Nigerian narrative in recent times has been one that centers on continual insecurity, elusive peace brokering between government and deviant groups, kidnapping, highway banditry, amongst others. As a matter of fact, the government at all levels seems to have lost grip on handling the situation as security agencies are obviously overwhelmed.

One of the pointers to this kind of situation is basically unemployment. No matter how we try to shift the blame to other factors such as illiteracy, poor moral upbringing, and corruption, the fact remains that it is not a good time in Nigeria.

The trend, if allowed to escalate further, could threaten the unity of the nation and lead to the chaos which could eventually lead to civil war hence the need for something to be done and very fast too.

According to Oludele (2015), internal aggression is at an all-time high in Nigeria and the inability of any nation to tackle insecurity could spell doom in the long run.

The above assertion leads us to the term ‘national security’ which is one of the key functions of any government, i.e, securing the lives and properties of its citizenry.

A school of thought over the years has established that one of the ways to tackle insecurity is through job creation whereby the youth will be engaged and crime rate will further be minimized, and this could best be achieved through entrepreneurship. Mba (2014) puts it that ‘entrepreneurship is commonly considered as the engine room of economic growth and equitable development in developing economies. He stated further that it is labour intensive, capital saving, and capable of helping create most of the one billion new jobs the world will need by the end of the century.

As much entrepreneurship is one of the best ways of tackling insecurity and unemployment, it is imperative to also note that entrepreneurship can be taken a step further to have what is known as intrapreneurship. Intrapreneurship targets the embedded creativity and innovativeness of employees which include personal growth, development and management, orientation to punctuality, motivation, ability, and experience to collect resources and risk-taking. Oktem et al., (2003).

In a layman’s words, intrapreneurship will be referred to as the act of an entrepreneur working with another entrepreneur to improve a firm. Here, it goes beyond the salary earned but the synergy to create better service delivery to clients. According to P. E. C. Nwauba (2008), Intrapreneurship is a business within an existing business.

This paper takes an overview of the role of leadership in entrepreneurship advancement, considering it as a panacea to national security, peace, and development. It aims at exposing ways the government and entrepreneurs could leverage and maximize the power of synergy to bring about security, peace, and development.

ENTREPRENEURSHIP AND INTRAPRENEURSHIP: AN OVERVIEW

According to Elijah (2001), Entrepreneurship is the act of coming up with a business idea (original or borrowed), establishing it while building and nurturing it to generate a profit.

One of the major benefits of entrepreneurship is job creation and our society is basically in dire need of them (jobs) as it stands.

Intrapreneurship on the other hand is a build-up on entrepreneurship and its focus is on creating entrepreneurship within entrepreneurship. It takes out the idea of competitiveness and focuses more on synergy (a combination of idea forces).

Intrapreneurship helps ideas that would have lain fallow to be given life. Here, entrepreneurs that are engaged in the corporate sector bring forth their ideas to the management of their current place of employment; the ideas are analyzed and if viable, are adopted.

This implies that the hitherto employee becomes a part-owner of the firm and reaps more in terms of financial benefit coupled with the aura that goes with having a sense of belonging.

According to Thomas (2018), the 21st-century entrepreneur is not faced with the challenge of competition but rather the challenge of who to partner with or not hence the need for organizations to source talents with ingenuity and the ability to make decisions where necessary.

Entrepreneurship, or more encompassing, intrapreneurship is the new face of wealth creation that is set to take over the global economy as countries like the USA, Japan, and China are already leveraging on it.

THE ROLE OF LEADERSHIP IN ENTREPRENEURIAL DEVELOPMENT

Leadership plays a pivotal role in the development of entrepreneurship and intrapreneurship. As a matter of fact, leadership is one of the major factors that help entrepreneurship grow.

Leadership has to do with decision-making, policies, and financial backing.

In order for intrapreneurship to grow, the leaders of industries have to grant the youth with innovativeness the opportunity to join the sector with their ideas. Not just granting them the opportunity but also supporting them with the required financing and policies.

As much as most people believe that policies that enable businesses to grow to lie with the government, it is important to also note that players in different industries also inform the decisions made by the government. It is an open secret that some top entrepreneurs in Nigeria that have links with those in power have a way of lobbying government decisions on the monopoly of products and services. This affects the opportunities that would have to abound to young entrepreneurs in that sector that have been monopolized.

Leadership is supposed to allow for growth and succession but it seems key players are all about themselves and their cronies hence the inability of wealth to spread evenly. George (2014) posits that the middle-level stage in the strata of income earners is fast dying out as most people are either extremely rich or extremely poor. This can be concluded to be the inability of government policies to allow wealth to circulate.

CHALLENGES

Some of the challenges of leadership and entrepreneurship advancement in the Nigerian narrative are:

1. Policies: Governmental and executive policies are the bane of entrepreneurship development in Nigeria. For instance, the taxation system in Nigeria is not helping small

businesses grow. The problem of double and high taxation still thrives in Nigeria today. Most businesses have been shut down due to the inability to handle excessive taxes.

2. Fear: Most young entrepreneurs are scared of sharing their unique ideas with their bosses. There is this fear that their ideas could be stolen without any honorarium and taken to be the firm's (which the work) original idea. This makes them keep the ideas to themselves and probably die with it when opportunities to hone their skill never present themselves.

3. Financial Problems: Since most businesses in Nigeria are small-scale, there's a tendency that they might not be able to finance the ideas of their staff, especially when the ideas are capital intensive. This stands as a huge challenge which might make some staff to shelf their ideas.

4. Strong-willed Management: There are managements that are unwilling to change their status quo. The business philosophies of such firms are static and they are not ready to diversify to fact 21st-century realities. To such firms, staff ideas are never given a second thought, and pressing with such ideas could be considered insubordination. This makes staff keep their helpful ideas to themselves.

5. Inability to analyze break-even: Some business ideas might sound good and interesting to the ears but actually analyzing them to be viable might be difficult. The inability of some business ideas to break even at a given period could make firms not want to invest in them. This is where most business ideas from entrepreneurs pack up.

RECOMMENDATIONS

Having considered the concept of entrepreneurship and intrapreneurship, the role of leadership, and its challenges, here are some recommendations.

1. The Federal government and state governments should create an environment that facilitates ease of doing business. Taxation can be unified and reduced to encourage entrepreneurs, and in a wider scope, intrapreneurs.

2. Youth willing to go for intrapreneurship can handle fear by backing up their ideas legally. This could be done with the help of a lawyer so that their ideas could be personalized and authorization required before usage.
3. The Federal and state governments should make provision in form of loans and grants to support small businesses. This will further boost intrapreneurship.
4. Management of firms should relax their organizational policies/culture sometimes to allow for innovations especially when it's coming from staff members. Innovation could just be the key to drive the firm to the next height.
5. Business ideas that doesn't project a good break-even analysis is a deal breaker and should be revisited until that is achieved hence no finances should be committed.

CONCLUSION

Conclusively, good leadership with entrepreneurship and intrapreneurship are the future of Nigeria's economy if the government is determined to fight insecurity and unemployment to a standstill.

Supporting and enabling the private sector to thrive will definitely go a long way in developing the economy in the long run as many youth will be engaged hence less crime and secured nation for foreign investors.

Good leadership creates enabling atmosphere for entrepreneurship advancement (intrapreneurship) through good government policies and needed government assistance for job creation to foster national security, peace and development.

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TRANSFORMATIONAL CHANGE MANAGEMENT APPROACH AND TEACHERS' JOB PERFORMANCE IN NIGERIA AND JAMAICA: IMPLICATIONS FOR LEADERSHIP IN EDUCATION SUSTAINABILITY

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ABSTRACT

Change and utilizing an effective leadership change management approach have become inevitable to drive plans strategically for educational system success and sustainability. Using developing countries lens, this study adopted a quantitative research design to investigate how the transformational change management approach predicts teachers' job performance using a multi stage sampling technique to sample 156 school managers and 405 teachers. Data were generated through survey polls and validated instruments titled Transformational Change Management Approach Questionnaire and Teachers' Job Performance Questionnaire. TCMAQ and TJPQ reliability indices were 0.91 and 0.87 respectively using the Cronbach Alpha statistic. Data generated were analyzed with descriptive and simple linear regression statistics. Results and conclusion showed that transformational change management approach to ICTs, school size, and job enrichment are statistically significant predictors of teachers' job performance. Practical implications for change management in education, leadership practices and sustainability were discussed.

Keywords: *Management Approach, School Managers, Change Management, Job Performance, Leadership*

INTRODUCTION

Change management in education is becoming more daunting and challenging, especially with weak economic and poor governance in many developing countries and the pandemic impacts on the global market and space. An overview of changes in Jamaica's secondary education system (1879-2017) was reported by Cook (2021). United Nations cited by Tadesse & Muluye (2020) reported that 166 countries closed schools and universities across Africa, Asia, and Latin America during the Covid-19 pandemic and over 1.5 billion students in 195 countries are out of school globally representing 87% of the enrolled population (Thomas, 2020; UNESCO, 2020). Covid-19 disrupted the "Vision 2030" for education sustainable development goals (SDG) in Nigeria, Jamaica, and other countries. Literature reported that changes in education especially during Covid-19 in Nigeria, Jamaica, and other developing countries using virtual, hybrid, or blended (online vis-à-vis the virtual) pedagogies were thwarted because 25% of schools lack electricity and 50% lack technological devices and internet access, dearth of educational materials, digital knowledge, and skills to use technologies for education operations and activities. Furthermore, education systems lack the appropriate leadership framework and approach to managing changes. The drastic global changes in education modus-operandi place demand on education leaders and government on how to lead and manage changes in the education system United Nations, 2022; Cook, 2021; Mustafa, 2020).

Hussain, Lei, Akram, et al. (2018) call for a holistic examination of the issue of change management in the education system through a rethink, re-tooling, and reboot to seek alternatives and efficacious ways of coping with and addressing changes without compromising standards and sacrificing the high-performance system of the students and the workforce.

School change management is one of the most complex leadership tasks that call for knowledge, skills and competence on how to lead change processes, manage change, and improve efforts effectively. Many school managers and teachers find it difficult to manage new digital technological learning approaches alongside conventional face-to-face that do not require advanced technologies or rigorous management despite the strong link between the conventional approach and poor teachers' job performance, and low student academic achievements (Francisco & Celon 2020). The Ministries of Education (MoE) in both Nigeria and Jamaica reported that changes brought about by the Covid-19 pandemic revealed the long-term infrastructural decay, lack of facilities, inadequate workforce due to migration, poor institutional structure, incompetent leaders, poor funding, etc facing the countries educational systems (FME, 2019 and MOEYI, 2019). Poor educational management also accounted for the failures of several change initiatives that could facilitate and support the emerging global-related curriculum to address the education problems and sustainability because the majority of school managers and teachers required training for lack of computer literacy and poor skill in efficient use of the new technologies. (Attah, et.al 2017; UNESCO, 2020). The school managers faced challenges of how to manage new changes in admission modes, school operations and the use of technologies by teachers in teaching, assessment and evaluation of students. Any change management strategy adopted by the school manager determines how an adjustment or replacement will impact processes and employees within the school system (Lawton & Pratt, 2022). Consequently, the problem of this study was the issues of change management in education, how to lead and manage transformational change?

An understanding of the nexus between leadership and change management could help school managers in assessing the impacts of changes on education sustainability, risks and teachers' job performance. The purpose of this study, therefore, was to determine the extent to which a transformational change management approach (TCMA)

predicts teachers' job performance and establish the implications of TCMA and leadership practices in education sustainability. To achieve the aims, the following research questions were raised for the study and null hypotheses were formulated and tested at a 0.05 level of significance.

Research Question 1: To what extent does the use of a transformational approach in ICTs, school size and job enrichment change management predict teachers' job performance?

Ho₁: Usage of a transformational approach in ICTs, school size and job enrichment change management does not significantly predict teachers' job performance.

Research Question 2: What are the teachers' perceptions of the challenges faced in the implementation of the transformational change management approach by the school managers and their job performance?

LITERATURE REVIEW

There is an emergence of re-evaluating education systems in line with new global management techniques and practices to develop school leaders who can initiate new techniques to manage new changes in school operations and administrative responsibilities. Management of changes that affect the teachers becomes a must for leaders because their knowledge, skills, commitment, and job performance can affect the actualization of education goals and outcomes (Etuk & Agboola, 2017). Consequently, related literature, concepts and theories were discussed.

Organizational Change, Change Management and Sustainability

Change is a major driver of growth that could affect or alter the initial strategies, programmes, structures, and management style of an organization to arrive at the new or emerging, planned, predetermined, and proposed objectives towards achieving and/or improving effectiveness and efficiency of organizational system. Change if not properly

handled, could make an organization less productive or be shut down by the forces of change (American Management Association, AMA, 2017). Organizational change is a continuous process in which organizations review their structures, workforce, and resources to meet the emerging demands from external and internal customers instead of that which causes alteration to organizations (Okiiya, et al., 2015). Organizational change happens in response to an immediate situation, or a change necessitated by external or internal pressures just as in the case of societal dynamics, natural occurrence, curriculum, internal policies, technologies, and the Covid-19 pandemic that caused changes in schools. Western Governors University (2020) defined change management as a structured and careful approach to making sure that changes are smoothly implemented and that there are lasting benefits to those changes. Change management focuses on the wider impacts of change as well, focusing on how individuals and teams transition to the new situation. Torben (2016) opined that the organizational change management process is intertwined with an effective leadership-initiated process that starts from defining a future change plan, aligning it with the educational goals, determining impacts and modifications, etc to adapt the changes to sustainable development plans. The administrators require innovative leadership skills, a change development process and monitoring mechanisms to adapt to changes in society and the paradigm shift of modern technologies and devices in the school operating system. The essence of organizational change management is to prompt educational leaders to develop adaptability change mechanisms and new strategies to meet the new challenges during the change in market competition, customer satisfaction, and deficiencies in existing organizational policies and promote sustainability (Hussain, et al., 2018 and Karanja, 2015).

Agboola (2022) defined sustainability as a long-term goal and sustainable development entails processes, strategies, and pathways to achieve it through good governance, research and technology transfer, education, and training. Sustainability is a paradigm

for thinking about the future, and an important characteristic and inevitable subject in organizational change, importantly in a progressive culture of the school system that is highly dynamic, versatile and needs to be adaptive to the multiplicity of changes (Attah, Obara & Sani, 2017). The sustainability of the education system after a change in a school's operations requires leadership skills and knowledge of the basics of change management models strategic and reflective actions, understanding the actively shaping change processes, and that change towards quality education sustainability requires broad stakeholder input and commitment (Irimiás & Mitev, 2020).

Transformational Change Management and Change Leadership

The survival and competitiveness of organizations need transformational, strong and dynamic leadership in management for optimal productivity. Lawton & Pratt (2022) defined transformational change management as a systematic approach to dealing with the transition or transformation of an organization's goals, processes, or technologies with the purpose to implement strategies for effecting change, controlling change and helping people to adapt to change. The authors further affirmed that the change management strategy adopted must take into consideration how an adjustment or replacement will impact processes, systems, and employees within the organization. There must be a process for planning and testing change, communicating change, scheduling, and implementing change, documenting change and evaluating its effects. To Kotter (2013), change management and change leadership are two prominent phenomena that have been essential for helping organizations evolve in constantly shifting digital environments.

Change Management has become an essential tool and structure to keep change efforts under control, and change leadership is the ability to harness the power of people, visions, and processes responsible for large-scale, sustainable transformation. Though

the two concepts are interlinked but are not interchangeable. In any organization, change management is vital, but it requires change leaders to drive the change to be effective. The transformational approach is required to apply both concepts to the management of changes in educational social and academic activities and programs at all levels and the emerging needs in education. A school manager is not only expected to become a change leader who facilitates change through the exercising of authority, control, the scale of change, urgency, response and human elements of change but also imbibe the full qualities of change leadership and possess the ability to drive the change (Kirth (2015). The leaders' skills in change management and leadership could make a difference in how effectively he/she coordinates and monitors the teachers during any process of change. Teachers' job performance is a key indicator for measuring productivity, quality, and growth of the educational system, and scholars have linked administrators' managerial prowess with teachers' effective job performance, efficiency, and education sustainability (Fauzi & Syafrudin, 2018; Timuçin & Aytaç, 2018; Hussain, et al., 2018). A similar study on [transformational leadership and job performance: the mediating role of work engagement](#) was conducted by Fong-Yi, Hui-Chuan, Szu-Chi, Yu-Chin, & Cheng-Chen in 2020. However, it differs in the management of change in ICTs, school size, job enrichment and teachers' performance.

Nwosu, *et al.* (2018) adopted a descriptive design to study teachers' use of ICT in teaching and learning in Aba North District Secondary Schools in Abia State, Nigeria. The population comprised all the 474 teachers and a sample of 234 teachers in the 20 secondary schools. Data were generated with a questionnaire and analyzed with mean and standard deviation. Findings indicated the following: teachers' ICT competency is at a moderate level; teachers' accessibility of ICT, teachers' acceptance and use of ICT were low and teachers' perceived usefulness, ease of use, attitude towards ICT and behavioural intention were high.

Obakhume (2012) adopted a descriptive survey design to investigate the availability and usability of ICT among secondary school teachers in Oyo state, Nigeria. The population was 120 teachers. Data were collected using two instruments and were analysed using frequency tables and simple percentages. The results showed that ICT facilities are not available in most secondary schools and most of the teachers lack competence in the use of ICT facilities.

Similarly, Mutisya & Mwanja (2017) conducted a descriptive study in Kitui County, Kenya on the extent of ICT integration in the management of public secondary schools using 58 principals, 58 senior teachers and 266 assistant teachers and 16 Sub-county Directors of Education (SDE) and one County Director of Education (CDE). Using questionnaires and interviews to generate data. Data were analysed with quantitative and qualitative approaches. The findings revealed that (78%, 60% and 59%) of the principals, senior teachers and assistant teachers respectively only use ICT in school management less frequently. 70% of principals used ICT for internal examinations to a great extent while 58% of principals and 64% of senior teachers used internet less frequently. Furthermore, 18% and 16% of the principals and senior teachers respectively had never used the Internet.

Ngugi (2012) investigated the extent of the use of ICT in education management in public secondary schools in Naivasha District using a descriptive survey design. The population comprised all the principals, secretaries, and bursars in the 37 public secondary schools in the Naivasha district. Stratified and purposive sampling techniques were used to sample 20 schools and 60 respondents. Data were collected with questionnaires for principals and interview schedules for the secretaries and the school bursars. The data were analyzed using frequencies and percentages. The study revealed that 72% of the respondents used computers to carry out administrative duties and management of school records. Computer literate were 61% and 8% of the respondents.

Also, a study on school size by Bilali, *et al.* (2016) revealed that differences in school/class size affect both teachers' and students' performance. Osim, *et al.* (2012) adopted an expo-facto design to investigate the influence of class size pressure on the quality of work performed by teachers in Cross River State, Nigeria with a population of 500 teachers and 2000 students. A stratified random sampling technique was used to administer teachers' work quality questionnaires. The data were analysed using one-way ANOVA. The findings of the study showed that there is a significant influence of class size on teachers' quality of work.

Similarly, Mukhanjil, *et al.* (2016) using a descriptive survey design examined the effect of increased student enrolment on teaching and learning resources in Maseno University, Kenya with a population of 7,175 (7000 undergraduate students and 175 lecturers) in the 2011/12 academic year. A sample of 306 (210 students and 96 lecturers) was selected using a simple random sampling technique. The data generated with the questionnaire were analyzed using frequencies and percentages. The findings revealed increasing enrolments and the teaching facilities provision does not match the increased enrolment.

Yelkperli, *et al.* (2012) adopted a cross-sectional survey design to study the effects of large class sizes on effective teaching and learning in Winneba, Ghana. The sample size was 42 lecturers and 342 students selected using stratified random and purposive sampling techniques. Data were generated with questionnaires and direct observation. The findings showed that, while lecturers disagreed that large class size affects teachers' effectiveness, students agreed that large class size creates challenges for teachers.

Job enrichment is described as the "vertical" development of job duties similar to work breakdown and evaluation which provides the employee with tasks and responsibilities that are usually done by a senior employee or supervisor. It also provides employees with more opportunities, such as independence, evaluation of job tasks and the capacity to make decisions like job scheduling and determination of work method

and quality (Choudhary, 2016; Marta & Supartha, 2018; Aninkan, 2014). Job enrichment is also a proven method in improving workforce performance, reputation, organizations' ability to retain employees and their overall job satisfaction.

Vijay & Indradevi (2015) determined the relationship between job enrichment and individual performance and the factors that predicted job enrichment among faculties in a Private University in Vellore Tamilnadu, India. Probability-stratified random sampling techniques were used to sample 56 faculties. Data were generated on three factors of job enrichment and individual performance. The finding revealed that a relationship exists between job enrichment and individual performance and task identity contributes more towards enhancing the performance of individuals.

Saleem, Shaheen & Saleem (2012) determined the impact of job enrichment and job enlargement on employee satisfaction keeping employee performance as an intervening variable: A correlational study from Pakistan. The population was 250 respondents while the sample size was 242 employees in public and private organizations. Data were collected from public and private sector employees: 100 men and 142 women employees. The result revealed that employees' performance can be enhanced by increasing their satisfaction level and job enrichment.

THEORETICAL FRAMEWORK

Situational and Transformation Change Leadership Theories

The situational leadership and transformational theories were considered relevant because both theories address change management from a leadership perspective. Situational leadership theory by Hersey & Blanchard (1969) breaks employee behaviour into components to determine the person's readiness and behaviour levels. The theory is a flexible and adaptive style that allows a leader to weigh

different variables in the organization and choose the one that fits the situation. The situational change leaders recognized the individual behaviour level and personal readiness to embrace the change. Consequently, they direct the flow of the change by adjusting their leadership styles, offering leadership support and rational coaching tactics tailored to meet the needs of each employee based on every person's uniqueness, and different experiences about the changes.

The transformational change leadership theory by Burns (1978) is a new leadership paradigm that focuses on charismatic and affective leadership elements of idealized influence, inspirational motivation, intellectual stimulation, and individual consideration. The core principles underlying this theory are employees' motivation to increase productivity, creating achievable goals simple to implement, eliminating confusion, driving change through a strategic plan, creating passion in the employees, encouraging learning about the new change and solving problems arising from the change. The goals are to inspire growth, promote loyalty, and boost confidence in employees. For change to occur, a transformative change leader explains how the change will benefit the organization and then creates a high level of engagement and mutual trust among the stakeholders by inspiring, motivating or empowering their employees and persuading them to strive for higher success (Mulder, 2017; Conger, 2019).

Implications of transformational leadership for managers according to Yukl (1999) include:

1. Develop a challenging and attractive vision, together with the employees.
2. Tie the vision to a strategy for its achievement.
3. Develop the vision, specify and translate it to actions.
4. Express confidence, decisiveness and optimism about the vision and its implementation.

5. Realize the vision through small, planned steps and small successes on the path to its full implementation.

Transformational and situational change managers do not assume that employees will operate in the same capacity in various duties during a change. Recognizing the benefits of a TCMA like superior productivity, reduced costs of operation, improved quality, enhanced efficiency, greater revenue, operational excellence, etc motivate leaders to work with their teachers by challenging their intellectual strengths in identifying the changes needed, creating a vision through inspiration and executing the plan for a change. Both theories are great tools for building school managers' skills in working as a team with the teachers, creating a framework for implementing change management plans relevant to enhance the teachers' capacity (Black, 2015). A model developed by the researcher from change leader management theories is shown in Figure 1.

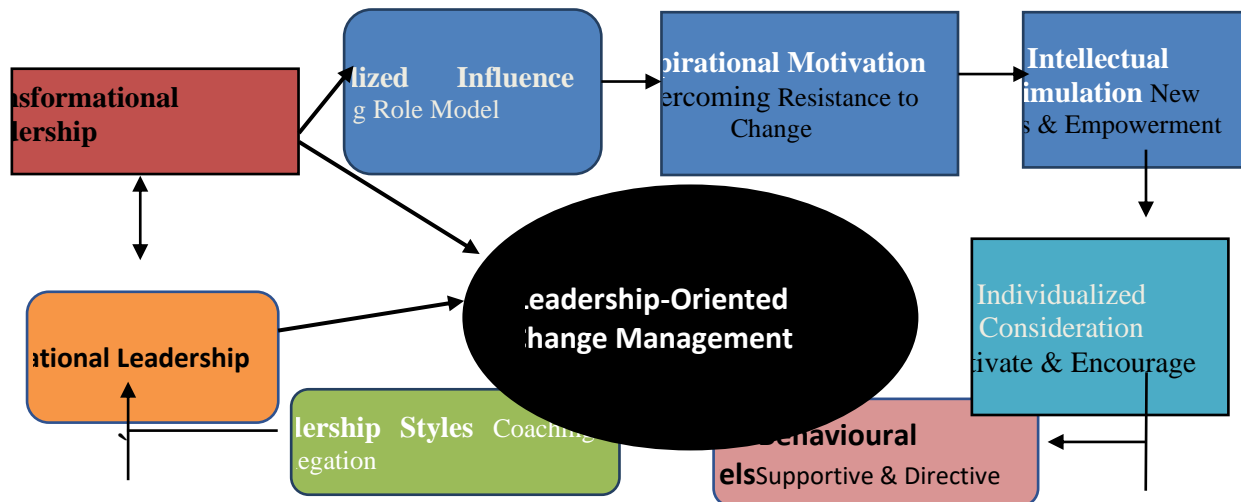


Figure 1: Adapted Model of Leadership-oriented Change from Situational and Transformational Leadership Models Paul Flemming (2017)

Figure 1 depicts transformational and situational distinct leadership connectivity with change management of an organization. The transformational leader is a

relationship of mutual stimulation that focuses on leading employees through innovative ideas and teamwork to execute complex change within an organization. Effective situational and transformative change leaders conduct impact assessments to determine the impacts that a change has on an organization, who is impacted by a particular change, and how to mitigate the impact.

Performance Theory

The theories of performance by Campbell (1990) and Egler (2007) stated that performance is a multidimensional construct and a complex series of actions that integrate skills and knowledge to produce a valuable result. Developing performance is a journey, and performance level describes the journey's location. Also, performance is both a task and contextual. Task performance is classified into (1) job-specific task proficiency, (2) non-job-specific task proficiency, (3) written and oral communication proficiency, (4) supervision in the case of a supervisory or leadership position and (5) management/administration which is the focus of this study. Furthermore, the level of performance depends holistically on six components: context, level of knowledge, levels of skills, level of identity, personal factors, and fixed factors while three axioms are proposed for effective performance improvements which are: Axiom 1: performer's mindset (engage the performer in an optimal emotional state), Axiom 2: immersion of the performer in an enriching environment, and Axiom 3: engagement of performer in reflective practice. The achievement of the organisational goal depends on the level of performance of an individual, the components of the system and the interactions between these components. Theory of performance is useful in the context of this study which focuses on teachers' ability to adapt to changes and improve their job performance level.

Figure 2 illustrates the effective change management of organizational and individual change processes and employees' job performance.

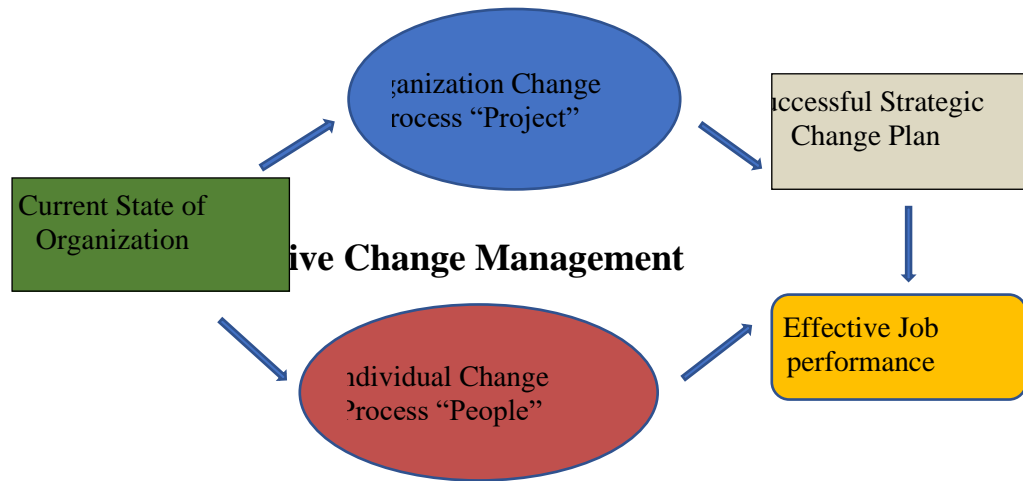


Figure 2. Job Performance from Integrated Organizational and Individual Change Process Model (Adapted from Wanner, 2013).

The model in Figure 2 shows that “Integrated change management” is aimed at achieving the desired target goal by integration of the organizational and individual change processes on the one hand and by the integration of job performance and change management on the other hand (Wanner, 2013). A strategic change plan and proactive approach are necessary for the three different aspects of change management: adapting to change, controlling change, and effecting change to achieve the goal of improving teachers' job performance. Performance is a multi-dimensional and dynamic concept comprising both a behavioural and an outcome aspect with three different perspectives of teachers: (1) an individual differences perspective derived from individual characteristics (e.g., general mental ability, personality) as sources for variation in performance, (2) a situational perspective which focuses on situational aspects as facilitators and impediments for performance, and (3) a performance regulation perspective which describes the performance process (Sonnetag & Frese 2005).

Significance of the Study

Limited studies existed on TCMA in education in both Nigeria and Jamaica. The study on TCMA could provide school leaders and government agencies with the importance of understanding the value of strategic and reflective actions actively shaping change processes. Ensuring that a mission statement is effectively communicated broadly across the institution as a driver of institutional goals and the right policy initiatives on change towards sustainability involves broad stakeholder input and commitment to its development.

The paper could provide the basis for further research that focuses on getting a deeper understanding of best change management practices and efficient techniques of achieving effectiveness of continuous improvement of change strategies in the educational system, particularly about their impact on employee performance.

Data and Methodology

The study is quantitative research using a correlation design. Quantitative research is considered appropriate because it can be used to find patterns, make predictions, test causal relationships, and generalize results to wider populations ([Bhandari, 2020](#)). The subjects for the study comprised 1356 school managers and 3378 teachers in secondary schools in South-south, Nigeria (Suzzi, 2021).

The instruments titled “Transformational Approach to Change Management Questionnaire” (TACMQ) and “Teachers’ Job Performance Questionnaire (TJPQ) were administered to 156 school managers and 405 teachers selected samples using purposive and simple random sampling techniques. The instruments were face validated and the reliability was established using Cronbach’s Alpha statistic which gave coefficients of 0.91 and 0.87 for TACMQ and TJPQ respectively. The TACMQ comprised 30 items to measure transformational approach to ICTs, school size and job enrichment change management. TJPQ comprised 25 items based on Egler's (2007) performance indicators

and all items in TACMQ and TJPQ were rated on 4 points rating scale. A survey monkey google form with structured items was used to elicit information on how the school managers effectively use a transformational approach to managing changes and the challenges of implementing those changes. Data were analyzed using weighted mean, ranking order, and simple linear regression statistics to test the hypotheses. Schober, Boer & Schwarte's (2018) correlation coefficient interpretation for R-value was adopted.

Results

The data were analyzed with simple linear regression statistics and the results of the findings are based on the research questions and the null hypotheses tested at a 0.05 significance level.

Research Question 1: To what extent does the use of a transformational approach in ICTs, school size and job enrichment change management predict teachers' job performance?

Ho₁: Usage of a transformational approach in ICTs, school size and job enrichment change management does not significantly predict teachers' job performance.

Tables 1a,b and c: Regression Analysis of the extent to which ICTs, school size and job enrichment management predict teachers' job performance (n=405)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	.782 ^a	.611	.608	16.19910
a. Predictors: (Constant), Job Enrichment Change Management, School Size Change Management, ICTs Change Management				
b. Dependent Variable: Teachers' Job Performance				

Table 1b

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	165148.840	3	55049.613	209.784	.001 ^b
	Residual	105226.805	401	262.411		
	Total	270375.644	404			
a. Dependent Variable: Teachers' Job Performance						
b. Predictors: (Constant), Job Enrichment Change Management, School Size Change Management, ICTs Change Management						

Table 1c

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	7.346	1.825		4.025	.001	3.758	10.933
	ICTs Change Management	4.475	1.297	2.971	3.451	.001	1.926	7.025
	School Size Change Management	-2.854	1.194	-1.896	-2.390	.017	-5.202	-.506
	Job Enrichment Change Management	-.465	.221	-.308	-2.104	.036	-.899	-.031
a. Dependent Variable: Teachers' Job Performance								

The results of Tables 1a, b and c for the regression test values for variables of. The regression coefficient of 0.781 for ICTs, school size and job enrichments; how a strong relationship with teachers' job performance, and they account for 61.1 per cent of the variation in job performance. Table 1b indicates that the calculated F-value was 209.784

and the p-value of 0.000 at 401 degrees of freedom is significant at a p-value of 0.05. The Beta values show the regression coefficient of each variable and the magnitude direction of the relations between the variables. A positive coefficient indicates that as the independent variable increases, the dependent variable also increases. A negative coefficient suggests a reverse. Beta values also signify that ICTs, school size and job enrichment changes management are also statistically significant predictors of teachers' job performance because their p-values are less than the p-value of 0.05.

Research Question 2: What are the teachers' perceptions of the challenges faced in the implementation of the transformational change management approach by the school managers and their job performance?

Transformational Change Management Approach Challenges

Several challenges similar to AMA (2017) were identified by teachers as challenges to the implementation of a transformational approach to change management hindering their effective job performance. See Table 2 and Figure 3 for the ranking of responses in order of importance.

Table 2: Challenges to Transformational Change Management Approach Implementation

Challenges to Change Factors	of Respondents	Percentage (%)	Ranking Order
Change Factor	335	83	5 th
Roles	269	66	10 th
Skills	352	87	4 th
Leader Change Styles	391	97	1 st
Communication	384	95	2 nd
Workload	377	93	3 rd
School Size	286	71	8 th
Training	298	74	7 th
mindset/Attitude/Beliefs	273	67	9 th
Change Tools	309	76	6 th

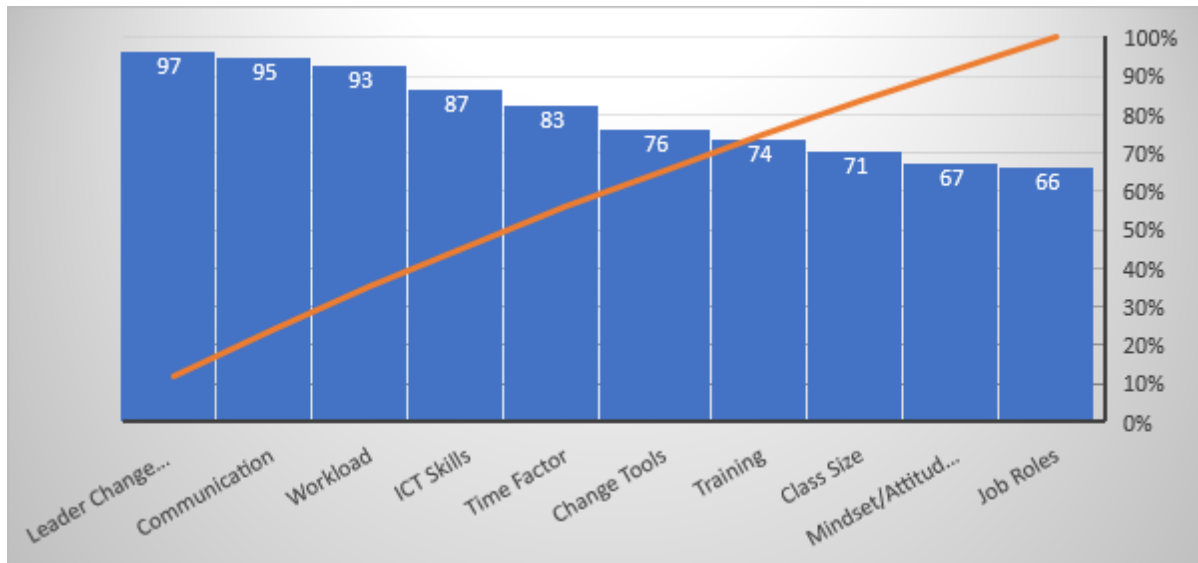


Figure 3: A Pareto chart plot of the TCMA data as the percentage of the 405 total respondents

Overwhelming 99% of the teachers (n=405) indicated that school managers' change leadership styles are the higher challenge to a successful implementation of a transformational change management approach. Other factors ranked high in the identified challenges include communication channels (95%), workload (3%), ICT skills (87%), time factor (83%), Change tools/devices (76%), training (74%), class size (71%), mindset/attitude/beliefs (67%) and job roles (66%). Many school managers lack the relevant management skills and leaders' styles on how to strategically pretest and post-test proposed plan change; identify resources needed to effect change; make precise decisions on when, how, and where to effect those changes (time factor); provide ICT tools/devices; job enrichment and assisting teachers to embrace new technologies through training to manage the class size; monitor and evaluate change outcome; and create a robust feedback framework to improve performance and education sustainability.

Findings

ICTs, School Size, Job Enrichment Management and Teachers' Job Performance

The transformational approach in change management of ICTs, school size and job enrichment have a strong relationship and are significant predictors of teachers' job performance. The finding inferred that effective change management of ICTs through teachers' access to ICTs training in emerging new technologies could assist them to be more efficient in adapting to changes in the curriculum, methodology, instructional delivery, and class management techniques. This finding agrees with the findings of Ayeni (2011), Obakhume (2012), Ibrahim & Ibrahim (2014) and Mutisya & Mwanja (2017) who found a significant relationship between teachers' ICT skills and job performance.

The school size change management as a statistically significant predictor of teachers' job performance also indicates that effective change management of school population dynamics and class size could enhance changes in admission procedures, workload, subject allocation, timetable scheduling and teacher-student ratio. Effective management of school size change is an important factor that could determine teachers' efficiency and performance, especially in schools with a limited trained workforce in technology. This finding corroborates the findings of Umoinyang & Akpan (2013) and Osim, *et al.* (2012) which revealed that class size significantly influence teachers' quality of work and job performance. Similarly, the findings of Mukhanjil, *et al.* (2016) and Yelkperli, *et al.* (2012) reveal that poor management of school size change and lack of corresponding provision of resources impede teachers' job effectiveness.

Finally, the findings reveal that change management of job enrichment significantly predicts teachers' job performance. This affirms that job enrichment changes influence teachers' independence, flexibility, creative skills, job description and task involvement.

If these changes are effectively managed by the school managers, it could improve teachers' performance. This finding agrees with the findings of Vijay & Indradevi (2015), Sanda, *et al.* (2015) and Nzewi, *et al.* (2018) which found that job enrichment significantly affects individual performance, employee satisfaction and commitment.

Implications for Leadership and Education Sustainability

Transformational change management variables including ICTs, school size, job enrichment changes and their interrelatedness with job performance were discussed using relevant literature and well-established models in line with emerging theories of performance and change leadership management.

The findings of this study revealed that transformational change management approach to ICTs, school size and job enrichment variables are statistically significant predictors of teachers' job performance. Furthermore, job performance and effective change management are relevant to sustainable education when viewed in the light of (i) the change model (ii) how knowledge sharing affects the change implementation process, (iii) how employees' involvement in change and willingness to change, and (iv) how leadership change management style could affect the institution change process.

An effective change leader approaches the performance phenomenon from different angles and takes cognizance of teachers' performance from these perspectives which are not mutually exclusive but complement one another because they are relevant to this study on education practices. Importantly, education policy is expected to address indices of recruitment of teachers based on ICT competency and professionalism while change leaders are expected to coordinate all necessary actions to support teachers in discharging their duties and responsibilities to achieve a smooth transition from the existing norms and avoid resistance to changes.

The education leaders' and stakeholders' engagement management is key to addressing future change. To promote education sustainability, this study identified challenges that call for a paradigm shift in leadership change management strategies and provides models for leaders and policymakers to develop robust strategic plans that support matching effective leadership with organizational change management and productivity. Initiating a policy that provides core competencies training for school managers and teachers is critical and relevant in terms of the current skills required to cope, adapt, and thrive in the face of any future change.

CONCLUSION

Change management has been found to correlate with teachers' job performance and this finding is corroborated by the findings of other scholarly studies. It was concluded that the transformational change management approach by school managers is a statistically significant predictor of teachers' job performance and education sustainability.

RECOMMENDATIONS

Educational institutions can benefit from adopting a purpose-driven change management approach to school improvement by aligning their efforts with educational goals. Transformational policy initiatives can be applied to practice by using the SMART tool to establish a goal, mission, and supported vision by all the stakeholders to address the issues that come with changes.

The school managers need to maintain open and transparent communication channels and collaboration with all stakeholders and ensure a shared understanding of the

purpose and a collective commitment to the change by providing regular updates on progress, sharing data insights, and engaging in dialogue about strategies, challenges, and successes in the change plan. The insights gained from the data analysis could help to identify trends, patterns, and areas for improvement and can also be used to make informed decisions and drive targeted interventions. The school managers could also engage the teachers in setting goals, developing strategies, and monitoring progress as a means of adopting a purpose-driven approach to change goal attainment.

The Ministry of Education should provide ongoing professional development opportunities and training to educators and managers on new technologies, evidence-based administrative and teaching strategies and skills to cope with change. Differentiation and interventions tailored to individual needs during a change could enhance better management and job performance practices.

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PERCEPTIONS OF SECONDARY SCHOOL TEACHERS ON THE IMPACT OF EXTRACURRICULAR PROGRAMMES ON STUDENTS' ACADEMIC PERFORMANCE IN TARABA STATE, NIGERIA

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ABSTRACT

This study investigated perceptions of secondary school teachers on the impact of extracurricular activities on students' academic performance in Taraba State, Nigeria. Three research objectives, three research questions and one null hypothesis guided the study. The descriptive survey research design was used for the study. From a population of 4,857 subjects, a sample of 384 was chosen through multistage sampling procedure. The instrument used to generate data for the study was a questionnaire titled "Extracurricular Programmes and Students' Academic Performance Questionnaire (EPSAPQ)" which was adequately validated by experts, with a reliability coefficient of 0.81, obtained through split half method. Data generated from the study was analyzed using mean and standard deviation to answer the research questions, while chi-square statistics

was used to test the null hypothesis at 0.05 level of significance. The study made the following findings: extracurricular activities available in Taraba State secondary schools include football sports, religious activities, drama club, debating societies and the Press Club while Music Clubs and JETS clubs were least functional; different types of extracurricular activities carried out in Taraba State secondary schools have relevance to students' academic work; and that extracurricular programmes carried out have significant impact on students' academic performance in Taraba State secondary schools. The study therefore recommended among others that while principals of schools should endeavour to implement ECAs in schools in order to give students a variety of choices to develop their abilities in line with the provisions of the National Policy on Education, government should also provide resources through the provision and maintenance of adequate school facilities to enable principals of secondary schools implement these ECAs effectively.

Keywords: *Perceptions, Impact, Extracurricular programme, Academic Performance*

INTRODUCTION

Extracurricular activities (ECA) such as drama, sports, volunteering, debate, music, press club, conservation clubs, among others, have been perceived and adopted as important constituents of students' school life. Extracurricular activities are a means of ensuring that all students, irrespective of individual circumstances such as socio-economic background, have the opportunity to succeed in school (Cazden, 2012). Anjum (2021) defined extracurricular activities as those activities which are not the components of the academic curriculum but an important part of the educational

environment. The author maintained that extracurricular activities comprise sports, singing, music, debate, dance, drama, social services, among others. Extracurricular activities are therefore those activities that students participate in outside of class or outside the regular curriculum.

In conformity with policy provisions, schools must innovate ways to achieve the goals of education as stipulated in the National Policy on Education (FRN, 2014). Section II of the NPE, which covers basic education, paragraph C (19) captures the goals of primary education to include the development in the child the ability to adapt to his changing environment, and also to provide opportunities for the child to develop life manipulative skills that will enable the child function effectively in the society within the limits of the child's capability. In addition to classroom instruction, extracurricular activities are very beneficial ways to offer varieties and guidance so that these goals can be realised. Further in the NPE (2014), Paragraph D (22) provides that the goals of junior secondary education will include to inculcate values and raise morally upright individuals capable of independent thinking, and who appreciate the dignity of labour; and also to provide the child with diverse basic knowledge and skills for entrepreneurship and educational development. With these elaborate provisions, extracurricular activities may find relevance in being used by educators to complement classroom and curricular work. Furthermore, Section 3 of the NPE (2014) also states the goals of Senior Secondary Education to include the provision of entrepreneurial,

technical and vocational job-specific skills for self-reliance and for agricultural, industrial, commercial and economic development. In other climes, Rees (2008) stated that participation in school based extracurricular activities has long been a fundamental part of adolescence, and some of these activities are in the form of athletics, band and orchestra, social clubs, academic clubs, music and theatre, and religious organizations. In places like America and the United Kingdom, parents often encourage participation in such activities so that their children will be more competitive applicants to quality colleges and universities. The rationale for such approaches may be founded on the assertion by Coulangeon (2018) that learning is not exclusively restricted to formal settings within classroom contexts. Extracurricular activities play an important role for developing the skills of the students. Thus, schools can play a significant role by transmitting the energy of both normal as well as physically challenged students into a positive direction of personality development through extra-curricular activities.

The debate about non-compulsory nature of extracurricular activities is proliferated and is still generating varied opinions. Annu and Sunita (2015) affirmed that generally, ECA is voluntary and are not a component of the academic grading system. This view is equally supported by Lunenburg and Ornstein (2008). However, Erhomosele (2021) espouses the view that the extent to which these activities are voluntary is school and education level specific. According to the author, ECA may be a mandatory requirement in some country wise or institution wise structures. Globally,

many education systems have embedded extracurricular Activities within their educational support structure for students. In the UK, ECA initiatives targeting high school students have included student adult mentoring (Mtika & Payne, 2014), and STEM (Science, technology, engineering and mathematics) clubs (Straw, Hart & Harland, 2011), among others.

Invariably, the benefits which have been associated with extracurricular activities are inexhaustible and can never be underestimated. For instance, many opinions incline to the fact that it makes a student think critically, manage time well, and become competent in terms of intelligence. It is also believed to help the students achieve social goals and maturity. Having social maturity helps the student to interact and make better relationships with the people in the community (Himelfarb, Lac & Baharav, 2013). Swain (2021) holds that ECAs help students to learn about themselves and develop and use their skills and knowledge in different contexts. ECAs can support young people by providing them with necessary opportunities for academic and interpersonal development in preparation for post-secondary schooling and the world of work (Roulin & Bangerter, 2013; Fischer & Theis, 2014; Mtika & Payne, 2014). Widely accessible academically focused ECAs have the potential to help reduce the attainment gap caused by poor socio-economic backgrounds of learners (Sosu & Ellis, 2014). However, and in most cases, ECAs tend not to be free. ECAs are therefore beneficial and play positive role in the life of students in schools especially on their academic

performance which has been defined by Nwosu, Awu and Yusuf (2023) as a measure of how learners periodically progress academically. However, students' academic performance in this study is viewed through the perceptions of their teachers.

In Taraba State, education across all levels suffers from gross underfunding as can be seen from several months of unpaid salaries, high rate of out-of-school children, and a low ranking nationwide, which forced the present Dr. Agbu Kefas-led administration to declare free education at basic education level as well as 50% reduction of fees in tertiary schools. This situation may force school managers and administrators to completely remove funding of any other activities which are not related to classroom activities. For instance, extracurricular activities such as sports suffer from lack of sports facilities and kits of the lowest minimum standards. Most schools lack basketball, football, volleyball and handball pitches. There are no provisions for protective foot wears nor is there adequate provision for medical first-aid. Students are seen attending competitions such as track and field events on bare feet. Similarly, school JETS clubs have been observed to merely conduct quizzes and theoretical interactions without the use of appropriate science equipment for experiments. The drama units of the schools do not have any standard halls and costume with which to express their latent skills and potentials during drama presentations. In addition to all these issues, parents in Taraba State have perceived extracurricular activities as distractions and avenues for delinquent behaviour. These debacles are few

among the many deficiencies associated with schools' extra-curricular activities in Taraba State especially at primary and secondary schools.

Notwithstanding, there is a huge amount of research focused on studying extracurricular programmes, students' involvement and its impact. For instance, Mohamed and Osaki (2022) also carried out a study on types of ECAs in secondary schools of Lushoto, Tanzania. The study had two objectives. The study employed a mixed-methods research approach and a convergent design. A sample of 298 respondents was randomly selected. The research tools included questionnaires, an interview guide, a focus group discussion, and an observation guide. The data was analyzed through descriptive and thematic analysis. The findings revealed that the kinds of extracurricular activities practiced in visited secondary schools can be grouped into four categories, namely: sports and games; academic; production-related activities, including beekeeping and gardening; and social clubs. Singh and Imam (2012) conducted a study which revealed that extra-curricular activities improve the behaviour and the academic performance of the students in school life. Anjum (2021), conducted a study in Multan city at the secondary level using three hundred students selected through a simple random sampling technique. 30 survey questions were developed based on 5-point modified Likert-scale type statement options. The study found that extracurricular activities have many positive impacts on education such as students' better behavior, good grades, and personality development, which makes the students more successful and socially strong

adults. Rees (2008) also conducted a study on the effects of participation in extracurricular activities on academic performance in secondary school students using a sample of 214 students, parents and teachers in Colorado, USA. The study found that students' academic progress is enhanced through extracurricular activities.

Similarly, Bakoban and Aljarallah (2015) studied extracurricular activities and their effect on the student's grade point average at King Abdulaziz University, Saudi Arabia. Four objectives were set, one of which include the identification of extracurricular activities carried out in the schools. The study sample included 239 students chosen via simple random sampling method. The study used inferential statistics to analyze data collected through a questionnaire comprising 19 questions. The results showed that extracurricular activities practiced in schools include, training courses, lectures and seminars, workshops, festivals, competitions, excursions and visits participation in ECA affects the students' GPA in a positive way. The study found that those who participated in ECA have higher GPA than those who did not. Wilson (2009) also found that extracurricular programmes enabled students to have better grades, higher standardized test scores and higher educational attainment. Mangino (2014) reported a study conducted in 24 Iowa schools, the author found varsity football participants to have a higher grade point average than non-participatory classmates. However, as in most studies, the results were not controlled for other intervening variables.

Against the backdrop of these issues globally and locally, understanding the relevance, theory and practice of extracurricular activities to academic performance may reveal some benefits which the affective and psychomotor aspects of learning through extracurricular activities can have on cognitive aspects of instruction taking place in the classroom especially at the basic and senior secondary levels of education. Erhomosele (2021) stated that, ECA activities in Nigeria are more pronounced at the lower levels of the educational ladder (primary and secondary school levels), and as students move higher, the system seems to constrain them into a sort of academic bottle. Questions may therefore arise about the efficacy of ECA as a measure to address the declining level of academic performance among students. This study therefore examined the perceptions of secondary school teachers on the impact of extracurricular programmes on students' academic performance in Taraba State, Nigeria.

Statement of the Problem

The practice of extracurricular activities in schools has been recently brought under scrutiny due to resources challenge in the funding of education. This has forced many school heads to allocate fewer and fewer resources towards extracurricular activities, thus raising concerns about the relevance and impact of extracurricular activities in the school system. Despite empirical evidence for and against extracurricular activities, there remains a dichotomy among educational school planners and counselors on the relevance or otherwise of student participation in extracurricular activities. Due to

resource shortages, many schools have curbed their expenses in this aspect of the educational programmes. The right fit and combinations of extracurricular activities for diverse interests of learners in Taraba State schools require investigation. In Taraba State, many of these activities are observed to be on the decline except for sports, which raises the question of whether they were jettisoned after a thorough assessment of their relevance. Poor extracurricular activities may reduce social interactions among students and may also engender truancy among students. There appears to be some unverified claims that, participation in these types of activities reduces the amount of time a student can devote to schoolwork and results in lower grades and fewer opportunities. Some of such activities may have been adjudged unrelated to the current syllabus of learners because, if the ECAs were related to the course work of students, it could be of benefit to the academic work. Therefore, there is the need to specifically assess the extracurricular activities in schools and its impact on students' academic performance. This study therefore explored this through the perceptions of secondary school teachers in Taraba State, Nigeria.

Purpose of the study

The study investigated perceptions of secondary school teachers on the impact of extracurricular activities on students' academic performance in Taraba State. Specifically, the study sought to:

- i. Find out the types of extracurricular activities available in secondary schools in Taraba State;
- ii. Determine the relevance of extracurricular activities carried out in Taraba State Secondary Schools to students' academic work.
- iii. Examine teachers' perceptions on the impact of extracurricular activities on students' academic performance in Taraba State secondary schools.

Research Questions

The following questions guided this study:

- i. What are the types of extracurricular activities available in secondary schools in Taraba State?
- ii. How do extracurricular activities carried out in Taraba State secondary schools relevant to students' academic work?
- iii. What are the perceptions of teachers on the impact of extracurricular activities on students' academic performance in Taraba State secondary schools?

Statement of Hypotheses

The following null hypothesis was postulated to guide the study and tested at 0.05 level of significance

H₀₁: There is no significant impact of extracurricular activities on students' academic performance based on the perceptions of teachers in Taraba State secondary schools

Methodology

The study adopted descriptive survey research design. The population of the study comprised all the 4, 857 teachers, of all the 346 public secondary schools in Taraba State (Directorate of Planning, Research and Statistics; Taraba State MoE, 2023). A sample of 384 were selected for the study. The selection of respondents was carried out through multistage sampling procedure to select local governments, districts, schools and human subjects. At the first stage, the researcher used purposive sampling to select Jalingo, Wukari, and Karim Lamido, representing 3 out of the 10 Education Zones in the State. The use of this technique was because of time constraint, limited resources, and also on the rationale that the inclusion of schools closer to the administrative headquarters of the state provides an adequate representation of the general status of education in the state. Next, random sampling was used to select 8 public schools from each zone, bringing the number to 24. This was necessary to eliminate or reduce bias. Finally, 16 respondents (teachers) of the sampled schools were randomly sampled to arrive at a sample size of 384. The instrument used to generate data for the study was a questionnaire made by the researchers titled “Extracurricular Programmes and Students’ Academic Performance Questionnaire (EPSAPQ)”. The instrument had two sections A and B. Section A elicited demographic details from respondents while section B contained the questionnaire items in clusters of A, B and C. Cluster A elicited information on types of extracurricular activities available in secondary schools in

Taraba State, cluster B was on relevance of extracurricular activities to students' academic work, while cluster C was on impact of extracurricular activities on students' academic performance. However, some items were adapted from the existing instruments of Mtika (2019), and Anjum (2021). The instrument was validated by two experts from the Faculty of Education, Taraba State University Jalingo, while the reliability was ascertained using the split-half method of determining reliability. A coefficient of 0.81 was obtained for the instrument, which was deemed a good index for reliability of survey instruments (Anikweze, Kurumeh, Azuka&Amuche, 2016). Data was analyzed using mean and standard deviation to answer the research questions while chi-square statistics was used to test the null hypothesis at 0.05 level of significance. Thus, a score of 2.49 and below was considered as negative response or disagreed, while a mean value 2.50 and above was considered as agreed or acceptance of the stated questionnaire item. For the hypothesis, a p-value greater than 0.05 was enough reason to reject a hypothesis.

Results

Research Question 1

What are the types of extracurricular activities available in secondary schools in Taraba State?

Table 1: Mean Ratings Teachers on Types of Extracurricular Activities Available in Secondary Schools in Taraba State.

		Std.		
	Statements	Mean	Dev.	Decision
1	Drama/debating society is a very active club in my school	3.10	.765	Agreed
2	Football as a sport is the activity with the most participants in my school	2.53	.771	Agreed
3	Religious meeting and fellowships are compulsory for all students	3.03	.926	Agreed
4	JETS club is functional in my school	3.03	1.009	Agreed
5	Music club is active in my school	2.16	.926	Disagreed
6	Social club is one of the active clubs in my school	2.51	.737	Agreed
7	Press club is fully operational in my school	2.97	.924	Agreed
Cluster Mean/Standard Deviation		2.76	0.95	Agreed

Researchers' Field Survey (2023)

Table 1 shows the mean and standard deviation ratings of responses on types of extracurricular activities available in secondary schools in Taraba State Public secondary schools. With the exception of item 5 ($x=2.16$), all other items have mean ratings in the region of 2.50 set as benchmark. This shows that respondents agreed to all but one of the items stated. The result further shows that an extracurricular activity in secondary schools in Taraba state is appreciably high, with a grand mean of 2.76 and standard deviation of 0.95. This shows that extracurricular activities are still being carried out in many schools across the study area.

Research Question 2

To what extent do the extracurricular activities carried out in Taraba State secondary schools relevant to students' academic work?

Table 2: Mean Ratings of Teachers on the Extent to which Extracurricular Activities Carried out in the Secondary Schools in Taraba State are Relevant to Students' Academic Work

Statements	Mean	Std. Dev.	Decision
1. Debating club helps students learn and practise English better	2.76	.772	Agreed
2. Students who participate in sports are more active in classroom interaction than those students who do not	2.18	.811	Disagreed
3. Students are able to set better goals due to ECA	2.66	.737	Agreed
4. ECA can provide positive thinking to the students	3.09	.850	Agreed
5. JETS club members are better contributors in a science lesson in my school	3.20	.886	Agreed
6. Religious societies help participants better understand their related religious and moral subjects	2.99	.963	Agreed
7. Students' participation in ECAs enhances the ability to make better career choices	2.50	.821	Agreed
Cluster Mean/Standard Deviation	2.77	.896	Agreed

Researchers' Field Survey (2023)

Table 2 shows the mean and standard deviation ratings of responses on whether different types of extracurricular activities carried out in the secondary schools have relevance to students' academic work. Only one item has a mean rating below the acceptable decision rule (item 2) with mean score of 2.18. Six items have mean ratings in the region of 2.50 to 4.00 (items 1, 3,4,5,6, & 7). This shows that respondents agreed

to more of the items stated than they disagreed. The result further shows that the relevance of extracurricular activities to students' academic work is high in secondary schools with a grand mean of 2.77 and standard deviation of 0.896 as shown in the table above.

Research Question 3

What are the perceptions of teachers on the impact of extracurricular activities on students' academic performance in Taraba State secondary schools?

Table 3: Mean ratings of Teachers Perceptions on the Impact of Extracurricular Activities on Students' Academic Performance in Secondary Schools in Taraba State.

	Statements	Mean	Std. Dev.	Decision
1.	Students who participate in religious activities in schools perform better in academic work than students who do not	3.10	.808	Agreed
2.	Students who are involved in sporting activities in schools perform better in academic work than students who do not	2.55	.863	Agreed
3.	Participating in politically-oriented extracurricular activities makes students improve more in academic performance	2.20	1.067	Disagreed
4.	Participation in social activities helps students perform better in academics	2.95	.891	Agreed
5.	Science related clubs and societies such as JETS club participation can lead to better academic performance among students	3.09	.846	Agreed
6.	Excursions and site visitations help students perform better in their academic work	2.74	.927	Agreed
7.		3.07	.875	Agreed

Participating in debates and drama can help
improve students' academic performance

Cluster Mean/Standard Deviation **2.81** **0.95** **Agreed**

Researchers' Field Survey (2023)

Table 3 shows the mean ratings and standard deviations of responses on how teachers perceive the impact of extracurricular activities on students' academic performance in secondary schools in Taraba State, Nigeria. One item has mean rating in the region of 2.49 and below, which means that respondents disagreed with that item, while the remaining 6 items measuring impact of ECA on academic performance have a mean of 2.50 and above. This shows that respondents agreed more to the items stated. The result further shows that the impact of extracurricular activities on academic performance in public secondary schools is accepted as high, with the grand mean of 2.81 and standard deviation of 0.95.

Hypothesis Testing

There is no significant impact of extracurricular activities on students' academic performance based on the perceptions of teachers in Taraba State secondary schools.

Table 4. Chi Square Test on the Impact of Extracurricular Activities on Students' Academic Performance Based on the Perceptions of Teachers in Taraba State Secondary Schools.

	Value	Df	Asymp. Sig (2-sided)
Pearson Chi-Square	165.723 ^a	382	.000
Likelihood Ratio	127.778	382	.000
Linear-by-Linear	45.372	1	.002

Researchers' Field Survey (2023)

From the table above on the significant impact of extracurricular activities on students' academic performance based on the perceptions of teachers in Taraba State secondary schools, the chi-square statistic shows a value of 165.723 at degree of freedom 382. The decision rule further states that p-values greater than 0.05 is enough evidence to accept null hypothesis and reject the alternate. Therefore, the null hypothesis which states that there is no significant impact of extracurricular activities on students' academic performance based on the perceptions of teachers in Taraba State secondary schools is rejected.

Discussion of Findings

Findings on assessment of different types of extracurricular activities available in secondary schools revealed that some ECAs are still available in secondary schools in Taraba State. Some of the major ones include football sports, religious activities, and drama club, debating societies and the Press Club while Music Clubs and JETS Clubs were least functional. This finding aligns with that of Rees (2008) whose study shows that extracurricular activities are in the form of athletics, band and orchestra, social clubs, academic clubs, music and theater, and religious organizations. The study findings also resonate with that of Bakoban and Aljarallah (2015) in King Abdulaziz University (KAU), in

Jeddah, Saudi Arabia who identified extracurricular activities practiced in schools to include, training courses, lectures and seminars, workshops, festivals, competitions, excursions and visits. It equally agrees with the findings of Mohamed and Osaki (2022) in Lushoto, Tanzania whose findings revealed that the kinds of extracurricular activities practiced in secondary schools can be grouped into four categories, namely: sports and games; academic; production-related activities, including beekeeping and gardening; and social clubs.

Findings on whether different types of extracurricular activities carried out in the secondary schools have relevance to students' academic work revealed also that most of the activities are adjudged to be of relevance to the academic pursuit of the students. Specifically, respondents agreed that Debating Club helps students learn and practice English better; students are able to set better goals due to ECA; ECA can provide positive thinking to the students; JETS club members are better contributors in a science lesson; and religious societies help participants better understand their related religious and moral subjects. The findings are similar with the findings of Anjum (2021) who concluded that extracurricular activities have many positive impacts on education such as students' better behavior, good grades, and personality development, which makes the students more successful and socially strong adults.

Likewise, the finding on the perceptions of teachers on the impact of extracurricular activities on students' academic performance in Taraba state secondary schools revealed that participation in science related clubs, religious societies, and social clubs is associated with a better academic performance among secondary school students as shown by the grand mean ($\bar{x}=2.71$; $SD=0.95$). The hypothesis tested further revealed significant impact of ECA on students' academic performance. These findings are in tandem with those of Singh & Imam (2012) who conducted a study which revealed that extracurricular activities improve the behaviour and the academic performance of the students in school life. It further aligns with the finding of Wilson (2009) that extracurricular programmes enabled students to have better grades, higher standardized test scores and higher educational attainment. It also agrees with the submissions of Mangino (2014) who reported that varsity football participants in 24 Iowa schools, United States of America, were found to have a higher grade point average than non-participatory classmates.

CONCLUSION

From the findings of the study, it was concluded that extracurricular activities are still being practiced in secondary schools in Taraba State but, many of the more relevant ones which could be beneficial to students' academic and moral development were no longer in practice. Meanwhile, where extracurricular activities are being carried out,

there are found to be tailored towards the relevant academic activities of students. This implies that such activities are not randomly chosen but carefully geared towards the enrichment of students' learning experience in schools. It is also true that ECA enhances academic performance of students to a noticeable level which cannot be ignored. Finally, the impact of extracurricular activities on students' academic performance did not differ when private schools were compared with public schools.

RECOMMENDATIONS

Based on the findings, the study made the following recommendations

- i. Principals of schools should endeavour to implement ECAs in schools in order to give students a variety of choices to develop their abilities in line with the provisions of the National Policy on Education. Government should also provide resources through the provision and maintenance of adequate school facilities to enable principals of secondary schools implement these ECAs effectively.
- ii. Government, through the quality assurance or inspectorate unit of the ministry of education, should adequately monitor the types of ECAs being operated in secondary schools in Taraba State. This will go a long way to ensuring that the right fit of activities are directed towards complementing the classroom experience of learners in secondary schools.

- iii. Principals of schools should pass the message to parents and guardians during PTA meetings and other contacts that ECAs were designed to help learners stay fit and practise what they learn in order to help them perform better in the academic work.

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PROLIFERATION OF CYBERCRIME ‘YAHOO-YAHOO’: THE RESULT OF A FAILED SOCIETY

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ABSTRACT

Nigeria, which is the most populous black nation in the world, has been bedeviled with a detestable reputation due to the nefarious activities of some youth in recent times. Without any shred of uncertainty, there is the necessity for proactive steps to be taken by the government and its agencies to strictly tackle the menace of cybercrime prevalent among its youth population which has recently taken an alarming dimension. Society is not helping matters. People place unexplained wealth over reputation and a good name. The truism that a good name is better than silver and gold, no longer hold sway. Every sector of society has been blamed for this menace. The religious bodies, families/parents, schools, and the government all have their chunk of the blame. This paper, therefore, examines the factors responsible for the proliferation of cybercrime ‘yahoo-yahoo’ and why society has failed in this regard. It takes a critical look at the negative outcome of cybercrime on the image of Nigeria as a country internationally. This paper being a desk table research, employed descriptive and explanatory analysis. The paper concludes that the epidemic of cybercrime in Nigeria is on the increase due to the acceptance in the society which further encourages the youth to continue the menace to mention a few. The paper suggests that the government should look critically into the existing law against the menace and put in place an efficient structure to

monitor internet activities and partner with corporate or private bodies to re-orientate the youth and citizenry on the need to avoid illicit activities that are already blackmailing the image of the nation.

INTRODUCTION

The progression in global telecommunication systems which comprises the Internet, mobile phones, and computers, has given a new dimension and brought about visible positive alteration in world communication. In the Nigerian narrative, the young and the old presently have unlimited access to the global village from the comfort of their homes, offices, cyber cafes (though going into extinction due to the popularity of mobile devices), and so on. Peter (2011). This has made business transactions easier, faster, and more accurate. The progression witnessed with the proliferation of global telecommunications is enormous but they also come with their threats especially in the Nigerian context.

One of the challenges of this unlimited access to the Internet is the issue of cybercrime. Consequently, cybercrime, popularly known as “Yahoo Yahoo”, G-boys, or “Yahoo Plus”, is an issue of major concern to the country - Nigeria. In recent times, Nigeria’s rising cybercrime profile has become alarming globally, even though it has spread into neighboring countries like the Benin Republic and Ghana where they are popularly known as ‘Sakawa boys’. This is not surprising when one takes into consideration the high level of poverty and a high unemployment rate that has bedeviled the nation despite the huge human and material resources stock up in the country. Adegoke (2018)

The continuous expansion of the scary trend which has now gone diabolic leaves one to imagine what the future holds for the nation. However, it is often believed that the best way to tackle a problem is to consider the root of the problem. This poses these questions to every Nigerian: Where did we get it wrong? Who is to be blamed, parents,

the society, the government, or the criminals involved? How can this menace be controlled or even eradicated?

The interesting part of this is that ‘cyber-criminals’ have a way of justifying their trade in stock. Most times, when they are interviewed, they defend themselves with the notion that they are ‘taking back what the whites stole from their black grandparents in the form of the slave trade’. Jacobson (2014). This lame excuse to cyber-crime has really tarnished the image of an average Nigerian in the international marketplace driven by the Internet. An average Nigerian has to convince a foreign prospect exhaustively to prove he/she is not one of the thousands of cyber-criminals prowling the Internet looking for scammers who are usually referred to as ‘clients’.

Though there have been efforts by the Nigerian government to clamp down on Yahoo-yahoo boys using the Economic and Financial Crimes Commission (EFCC) established during the President Olusegun Obasanjo regime but the moves seem not to deter them. This is probably due to the light sentences passed to culprits during court rulings which, most times, do not go beyond six months or an option of payment of a fraction of the cash scammed.

These observations and more necessitated this paper which takes an overview on the Proliferation of Cyber Crime ‘Yahoo-Yahoo’: The Result of a Failed Society. The paper aims at taking a cursory look at the Yahoo-yahoo trend, the roles of the society, parents, religious organizations, and the government in its increase, and measures necessary to tackle this ugly trend.

Cybercrime: An Overview

The major issue when researching cybercrime is the deficiency of a consensual standard definition, even law enforcement agencies charged with tackling it find it difficult to define it. However, according to the Council of Europe (COE) Convention on

Cybercrime, cyber-crime concerns “action which is against the privacy, integrity, and availability of computer systems, networks, and computer data as well as the abuse of such computer-based systems, networks, and data especially with the intent of committing a crime”. Council of Europe (2001). According to the Federal Bureau of Investigations (FBI), cybercrimes cuts across various scenarios which include; crimes against children (such as child pornography), intellectual properties theft and/or publications, cyber bullying, deliberate dispersion of malware to national and international internet fraud. Casey posits internet crimes and frauds to imply any crime that has to do with the application of computers and networks, including crimes that do not rely heavily on computers. Casey (2004). Thomas & Loader (2000) consider cybercrime as “computer-mediated activities which are either illegal or believed to be illicit by certain parties and which can be carried out using internet networks”.

In summation, cybercrime can be referred to as crimes committed on the Internet whereby the computer is either a tool or a targeted victim. It involves all the illegal activities carried out by one or a group of persons referred to as scammers, hackers, internet fraudsters, cyber citizens, or 419ners, using the internet through the medium of networked computers, and other information and communications technologies (ICTs) equipment. Cybercrimes target laptops, Point-of-Sale (POS) machines, mobile phones, tablets, and entire networks including that of banks. Mobile merchants are reported to be incurring the greatest fraud losses as a percentage of revenue amongst all merchant segments. Lexis Nexis (2013).

Cybercrime in Nigeria: Yahoo Yahoo and Yahoo Plus

Cybercrime is a widespread crime in Nigeria. Cybercriminals in Nigeria are infamous for baiting people across the globe into fraudulent scams through cash-laundering e-mails, love scam mails, spam mails, and smartly planned but pretentious organizations partnership offers. Scammers that are into advance fee fraud schemes (419) also known as “yahoo yahoo” are popularly called “yahoo

boys” in Nigeria. Cybercrime is now commonplace in Nigeria. It simply has to do with the use of electronic mail, particularly through a Yahoo or Gmail address to deceive unsuspecting victims (usually referred to as clients). The country is famed as the source of what is now globally known as “419” mails culled from Section 419 of the Nigerian Criminal Code (Capp 777 of 1990) that criminalizes advance fee fraud. George (2020)

“Yahoo boys” adopt different techniques in defrauding their victims. Before the advancement of mobile devices, fraudsters frequent cyber cafes, browsing the Internet all through the night, sending scam bulk emails to unsuspecting ‘clients’. Foreigners, especially mature females, who are looking for life partners through the Internet have fallen victim to “yahoo boys”. They fake their identities using pictures downloaded from the Internet, pretending to be ready for long-lasting relationships with these desperate women, and afterward start to exploit them. Some of them deceive victims to assist in landing travel documents to where they (victims) live or even to help in getting residential permits. Once they achieve their goals, they abort all communication channels with the victim and move on to another target. Adesina (2012).

In other cases, the scammers use tales of severe life misfortunes, calamities, family deaths, personal life-threatening injuries, or other difficulties they have encountered to engage their victims’ interest and put up their schemes.

Most victims just accept their fate and move on with life, but some of the vindictive victims lay complaints to the appropriate authorities who often apply hi-tech facilities to track down and prosecute the suspects. The ugly situation is complicated by the fact that some non-Nigerians caught for cybercrimes most times insist they are Nigerians before they are thoroughly probed and their true identity established.

However, in recent times, due to the stiff measures adopted by many financial institutions and different companies that conduct online transactions, the cybercriminals in Nigeria have obviously suffered a setback in their stock in trade. Based on this, the desperate ones amongst them have resorted to spiritual measures to intensify their businesses. This is what is now widely called “Yahoo Plus”. Yahoo plus is a sophisticated approach to yahoo in which the “yahoo boys” apply traditional spiritual means like voodoo or juju to mesmerize their victims into following their bidding and dishing with whatever amount of cash they demand. These boys take part in occultic ritual practices which include human sacrifices to deepen their potency to scam people. Akanimo (2017)

Once this is accomplished with success, the victim (now a confirmed ‘client’) is bound to keep paying them money from any location in the world. There are different methods adopted in making this happen. First, the scammer visits a spiritualist or diviner who consults, the “oracle” or the “gods”. He is then presented with different options of rituals to choose from. The options usually include sleeping in a coffin for a number of days, sleeping or bathing in a cemetery, or bringing body parts. With this, a scammer abducts a victim who is mostly a young girl, murders her, and gets the body part required. Some are even required to have sex with virgins as part of the ritual processes. Other types of rituals carried out involve sleeping with pregnant women or mentally deranged women and sometimes, the scammer may be directed not to shower for days or months as doing so may bring about terrible consequences. Andrew (2017)

Causative Factors behind the Proliferation of Cybercrime in the Society

Cybercrime, also known as Yahoo Yahoo in the Nigerian local parlance, is presently a thorn in the flesh of most Nigerians, especially those interested in carrying out business transactions with the international marketplace as most

Nigerians are now considered scammers in the comity of nations. Denis (2017). It has pushed back the belief in hard work to the background and projected massive wealth as the only means of getting respected in society regardless of how the money was made. What was once considered taboo and spoken about in hush tones is now trendy whereby popular scammers are celebrated publicly.

According to Johnson (2020), many social commentators are of the view that poverty and the dwindling standard of parenting should be blamed for the trend. The get-rich-quick syndrome prevalent amongst youths involved in Yahoo Yahoo has also taken a new dimension into widespread human ritual killings. Adekoya (2012). Ritual killing was a rarity until recent times. Today, it is a daily occurrence in local news. The fact is saddening that kid as young as 13, 14, and 15 years have started to get involved in this sacrilege.

Here are seven major reasons why young people go into cybercrime/ritual killing as observed and stated by Ayobami (2018):

1. Unemployment: When caught, many cybercriminals/ritual killers usually testify that they went into the act because of unemployment. Information emanating from the Nigerian Bureau of Statistics (NBS) in 2021 posits that the unemployment rate in Nigeria stood at about 32.5%. This is a very sad record when one takes into consideration the natural and human resources the nation is blessed with. Though, not a good reason for one to go into cybercrime, unemployment definitely has a role to play in the proliferation of cybercrime.

2. Social Media: Social media advantages are numerous. From the provision of job opportunities to the advancement of good governance to technical advancement of the banking and financial industry, etc, it has added value to humanity. In spite of these many benefits, cybercrime has ridden to popularity

through the help of social media. Individuals with shady characters use it to show off false and or stolen wealth, which negatively influences unsuspecting individuals, especially the youth. Ritualism now employs social media to trap victims, especially young ladies. For example, in the past two months, social media have erupted with stories of how teenagers behead or gouge out the eyes of young girls for money rituals which are usually driven by the urge to make money through Internet fraud.

3. Materialistic Nature of Some Women: Many young men have died prematurely while trying to satisfy the insatiable love of money of their lovers. They have been forced into cybercrime just to satisfy the materialistic cravings of their girlfriends. In recent times, many ladies do not take out time to probe into the kind of jobs their husbands, fiancés, or boyfriends are involved in. All they are interested in is the money they get. The challenge is that some of them, directly and indirectly, force some young men into different kinds of criminal activities to meet their endless financial demands.

4. Poor Parenting: This is the major challenge that needs to be contended with. The level of parenting in recent times according to many public/social commentators has gotten to an awfully low level. Disciplining a child/ward who misbehaves is now considered child abuse. There have been cases where parents get physical with teachers who reprimand their children in school. When children grow up lacking morals and discipline, they often cannot tell the difference between wrong and right. They might go the extra mile just to make money because of the lack of morals or wrong moral compass.

5. Laxity of Religious Leaders: In recent times, many religious leaders do not preach the fear of God to their congregation. Churches and mosques are now about the biggest donors, givers, and tithers. Wealthy church members are recognized specially and awarded without background checks to ascertain the source of their

money. There are cases of scammers being ordained as pastors, imams, elders, etc because they are rich and can pay for such designations.

6. Government Incapacity: The government seems to be overwhelmed with a lot of youth already in the business of scamming. In the last five years, there is no week there has not been an arrest by the EFCC across the nation. Most of these cases do not see the light of the day and suspects are set free due to lack of evidence(s) by authorities. In cases where the suspects are convicted, they get a very light sentence which rarely goes beyond six months with the option of meager fines. This shows the unwillingness of the government in combating cybercrime head-on.

7. The Society: The poverty level in the country has gone so deep that people are just about their bellies. Society has accepted illegalities as a norm. The massive public display of wealth that cannot be explained keeps thriving on a daily. As long as one has money to throw around, the source of such wealth is inconsequential. According to Jude (2015), people no longer ask questions as long as they can get a little chunk of the large piece. The reason corrupt politicians keep getting honoured with chieftaincy titles. It is now all about the money while the moral compass of society has tilted negatively. This acceptance keeps fueling vices such as cybercrime.

CONCLUSION

Without a doubt, the practice of cybercrime is getting popular by the day. This is due to the fact that the practice has now been intensified by the application of rituals and the volume of money they control within a short time is mind-blowing. The families of youth that have taken to cybercrime practice do not see anything wrong in this illicit act despite having knowledge of the implications or consequences that characterizes the practice. A developing country like Nigeria no

longer appreciates social values due to the level of poverty that has eaten deep into the life of many households where feeding is a big problem, the desire for social value and societal acceptance is exchanged for illegal and unreasonable forms of making blood money. Cybercriminals both male and female are now more celebrated and recognized than those youth that has refused to take the bull by the horn to do money rituals. In most cases, there have been cases where parents, especially mothers, lead their children that are into cybercrime to herbalists or money ritual specialists for success and protection from any consequence.

RECOMMENDATION

The following recommendations emanated from the findings in this study. They are:

- i. Generally, parents/guardians, religious bodies, and members of society should endeavour to teach and uphold worthy morals, values, and ethics. Also, there should be strict adherence to the faith believed in (either Christianity or Islam) and practiced in order to put the fear of God in the youth.
- ii. Opportunities should be created for the vigour and passion of the citizenry, especially the youth, to be put into visionary and profitable enterprises such as skills acquisition, youth empowerment and agricultural scheme, etc
- iii. Parents should intentionally engage their children by making youth see the need for hard work, diligence, honesty, and modesty.
- iv. The government at all levels should create opportunities for the citizenry in order to assuage poverty in the country.
- v. Furthermore, government agencies, law enforcement agencies like the EFCC, intelligence agencies, and security agencies should take out time to understand both the hi-tech employed and the individuals who engaged in this criminal act.

vi. Cybercrime laws should be more stringent. Cybercriminals' assets should be taken over by the government if spotted. There should be the imposition of at least 25 year-jail terms for cybercriminals. This will serve as a discouragement to those youth who might want to go into such a crime.

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INTERNATIONAL TRADE AND ECONOMIC GROWTH IN NIGERIA 1985 - 2022

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ABSTRACT

This paper examined the impact of international trade on economic growth in Nigeria for the period 1985 to 2022. The independent variables are export of goods and services, import of goods and services, trade openness, exchange rate and foreign exchange. The test for unit root, co integration, autocorrelation, bounds and Auto regression Distributive Lag (ARDL) were conducted in this study. The researchers concluded that international trade has profound impact on economic growth in Nigeria and it was also recommended among other things that monetary authorities should ensure the stability of exchange rate in Nigeria.

INTRODUCTION

International trade can be referred to as the exchange of goods, services and capital across international borders or territories because there is a need or want of goods or services. Such trade represents a significant share of gross domestic product (GDP) in most countries. International trade is more of a complex process when compared to that of domestic trade. It is the trade that takes place between two or more nation's factors which include government policies, currency, economy, laws, judicial system, and market influences trade. International economic organizations were formed to smoothen and justify the process of trade between two or more countries. Example of this international trade organization is the World Trade Organization. These organizations are aimed at the growth of international trade (Abraham, 2020).

Imports and exports are accounted for in a country's current account in the balance of payments. International trading may give consumers and countries the opportunity to be exposed to new markets and products. Almost every kind of product can be found in the international market, ranging from food, clothes, spare parts, oil, jewellery, wine, stocks, currencies, and water. Services such as tourism, banking, consulting, and transportation.

International trade is very crucial to the continuance of globalization. Countries would be limited to the goods and services produced within their own borders without international trade. The benefits of international trade have been the major drivers of growth for the last half of the 20th century.

Nations with strong international trade have become prosperous and have the power to control the world economy. International trade can become one of the major contributors to the reduction of poverty. It is important to assert that no country in the world can sustain itself or survive without exchanging goods and services with other countries in the world. It is also important to know that the economic growth and development of a country largely depends on how its imports exchange for its exports.

Taking Africa as a case study with particular emphasis on Nigeria, the economic growth of Nigeria depends on her trade with other nations to a large extent. Nigeria as a developing country has been struggling with realities of developmental process not only politically and socially but also economically.

Government earns revenue through international trade activities. International trade has made an increasingly significant impact to economic growth. The openness of a nation determines a country's growth rate by impacting upon the level of economic activities and facilitating the transfer of resources across borders. Nigeria is an open economy with international transactions contributing a significant proportion to her output.

In 1960s, agriculture happened to be one of the main stays of the economy and the greatest foreign exchange earner. But since the advent of oil as a major source of foreign exchange earning in Nigeria in 1974, the picture has almost become that of general stagnation in agricultural exports. This then led to loss of Nigeria's position as an important producer and exporter of palm oil produce, groundnut, cocoa, and rubber.

According to the data from Nigeria Bureau of Statistics on Foreign Trade in Goods (Q3, 2022), the value of total imports stood at ₦5,664.30 billion in the third quarter

of 2022, this was an increase of 4.22% when compared with the value recorded in Q2, 2022 (₦5,435.01 billion); and by 6.16% compared to the value recorded in the corresponding quarter of 2021 (₦5,335.86 billion). The value of agricultural imports in the third quarter of 2022 stood at ₦512.91 billion showing an increase of 10.44% when compared to the value recorded in the second quarter of 2022 (₦464.45 billion) and by 6.37% when compared to the value recorded in the corresponding quarter of 2021 (₦482.21 billion). The value of raw material imports stood at ₦649.21 billion in Q3, 2022. The value fell by 6.74%, when compared to the value in Q2, 2022 (₦696.12 billion) but rose by 23.90% when compared to the value recorded in Q3, 2021 (₦523.97 billion). The value of solid minerals imports in the third quarter of 2022 stood at ₦37.66 billion, this value was 2.58% lower than the value recorded in Q2, 2022 (₦38.66 billion) and 28.60% higher than the value recorded in Q3, 2021 (₦29.93 billion). The value of energy goods imports stood at ₦4.28 billion in Q3, 2022 which was (-58.49%) lower than the value recorded in the second quarter of 2022 (₦10.31 billion) and (-20.34%) lower than the corresponding period value of 2021 (₦5.38 billion). The value of imported manufactured goods in the quarter under review stood at ₦2,849.96 billion with an increase of 3.41% against the value recorded in Q2, 2022 (₦2,756.02 billion). This value also increased by 9.33% compared to the value recorded in Q3, 2021 (₦2,606.79 billion). The value of other oil products imports in the third quarter of 2022 stood at ₦1,614.56 billion indicating an increase of 9.11% from the value recorded in Q2, 2022 (₦1,479.76 billion) but declined by 4.63% compared to the value recorded in the corresponding quarter of 2021 (₦1,692.95 billion).

The value of total exports in Q3, 2022 stood at ₦5,933.63 billion indicating a decline of (-19.89%) when compared to the value of exports in Q2, 2022 (₦7,406.53 billion) and rose by 15.52% when compared to the value recorded in

Q3, 2021 (₦5,136.56 billion). The value of agricultural goods exports stood at ₦84.21 billion in Q3, 2022 indicating a sharp decline of (-40.60%) when compared to the value recorded in Q2, 2022 (₦141.77 billion) and an increase of 6.03% when compared to the value recorded in Q3, 2021 (₦79.41 billion). The value of raw material goods exports in Q3, 2022 was valued at ₦186.02 billion showing a drastic decrease of (-49.87%) and an increase of 23.58% than the value recorded in Q2, 2022 (₦371.10 billion) and Q3, 2021 (₦150.52 billion) respectively. The value of solid minerals exports in Q3, 2022 were valued at ₦22.47 billion indicating an increase of 7.07% compared to the value (₦20.99 billion) recorded in Q2, 2022, this also increased by 22.69% compared to the value recorded in the corresponding quarter in 2021 (₦18.31 billion). The exports value of energy goods in Q3, 2022 stood at ₦13.84 billion indicating a decrease of -36.20% when compared to the value recorded in Q2, 2022 (₦21.70 billion); and decreased by -28.21% compared to Q3, 2021 (₦19.28 billion). The value of manufactured goods exports was valued at ₦131.46 billion in Q3, 2022 showing an increase of 9.98% compared to the value recorded in Q2, 2022 (₦119.53 billion) and decreased by (-53.87%) compared to the value recorded in Q3, 2021 (₦284.99 billion). The value of crude oil exports in Q3, 2022 stood at ₦4,658.30 billion showing a decrease of (-21.15%) compared to ₦5,907.97 billion, the value recorded in Q2, 2022; and it rose by 15.70% compared to the corresponding period of 2021 (₦4,026.18 billion). The value of other oil products exports in Q3, 2022 was ₦837.33 billion, this marginally increased by 1.68% compared to the value recorded in Q2, 2022 (₦823.48 billion), but grew by 50.10% when compared to the value in the same period of 2021 (₦557.85 billion). (NBS, 2022).

Nigeria is a developing economy basically characterized by a high degree of subsistence production with low application of modern technology. This has

resulted into a higher volume of importation over export. Export trade is a subdivision of international trade where goods produced in one country are transported to another country for sale. Exportation is a crucial element of a country's economy as it stimulates economic growth. Some of the world's biggest exporting countries are China, United States, Germany, Japan, Netherlands etc. However, this export trade is something we take for granted in this country as we are largely dependent on importation for survival. Nigeria has small-scale industries which are insufficient for producing export goods as these industries also cannot meet with the local needs. Export trade facilitates economic expansion, promotes international cooperation, improves the balance of payments and boosts foreign currency earnings.

Statement of the Problem

The trade theories have emphasized on attaining economic growth via international trade on the foundation of comparative economic advantages and disadvantages. Harnessing the principles of this trade theory, Nigeria was expected to be a foremost agricultural economy based on her enormous abundant labour resources and unexploited cultivatable land. Regrettably, since the oil price windfall of the early 1970s, the nation side-lined the industrial and agricultural sectors of the economy. The economic agents of both public and private sectors of the economy channeled their resources in the oil and gas sector so much that the key sectors of the economy are deprived of funding, managerial capabilities and even required investment. Thus, the keystone economy has been rendered uncompetitive internationally while the nation has become a trading settlement for foreign firms (Sanusi, 2010).

The oil sector in Nigeria is characterized by wastage, unchecked dominance of foreign multinationals low productivity and corruption (Hassan, Olawoye and Nnadozie, 2002)

as cited in (Babatunde, Jonathan and Muhyideen, 2017). The economy has been relegated to a mono-product economy with a major part of government revenues resulting from oil exports which is prone to fluctuations and shocks in the oil market internationally. Besides, several other solid minerals with which the nation is abundantly blessed remain generally undeveloped. More fundamentally, the economy has excessively focused on the primary sector with the absence of any significant value addition to the economic growth. In view of this, the growth recorded in the economy is negligible which has thus far been devoid of corresponding positive attitudinal change, employment, equitable income distribution, and value re-orientation, to mention but a few (Babatunde, Jonathan and Muhyideen, 2017). Based on the theory of factor proportion, Nigeria, for many decades, has stupendously been expending on the importation of technologically oriented goods mainly from Western Europe, even though the nation was not aggressively exporting agricultural and industrial output.

In as much as Nigeria has benefited from foreign trade, it has also felt a negative impact of foreign trade on her economy and this is because, Nigeria is not industrialized, hence Nigeria imports much more than it exports. Though foreign trade should be highly encouraged but, there should be a balance of trade meaning that the aggregate imports should equal the aggregate exports, to have a balanced economy and good exchange rate.

Objectives of the Study

The main objective of the study is to examine the relationship between international trade and economic growth in Nigeria with specific focus on investigating the following; the impact of export of goods and services on gross domestic product in Nigeria, the effect of import of goods and services on gross domestic product in Nigeria, the effect of trade openness on gross domestic product in Nigeria, how exchange rate

affects gross domestic product in Nigeria; and the effect of foreign exchange disbursement on gross domestic product in Nigeria.

Research Questions

In line with the specific objectives of the study the study will answer the following questions.

1. To what extent does export of goods and services impact on gross domestic product in Nigeria?
2. What is the relationship between import of goods and services and gross domestic product in Nigeria?
3. What is the degree of impact of trade openness on gross domestic product in Nigeria?
4. To what extent does exchange rate affect gross domestic product in Nigeria?
5. How does foreign exchange disbursement affect gross domestic product in Nigeria?

Research Hypotheses

Accordingly the hypotheses to be tested in this study are as follows:

H₀₁: There is no significant relationship between export of goods and services and gross domestic product in Nigeria

H₀₂: Import of goods and services does not have any significant relationship with gross domestic product in Nigeria

H₀₃: Trade openness does not have any significant effect on gross domestic product in Nigeria

H₀₄: There is no significant relationship between foreign exchange rate and gross domestic product in Nigeria

H₀₅: Foreign exchange disbursement does not have any significant effect on gross domestic product in Nigeria

Scope of the Study

The crux of this study is international trade and economic growth in Nigeria using data from Central Bank of Nigeria Statistical Bulletin 2022 for the period, 1985 to 2022. The variables covered in this study include gross domestic product (GDP) as the dependent variable and export trade, import trade, trade openness, foreign exchange rate and foreign exchange disbursement as the explanatory variables.

Significance of the Study

The findings and recommendations of this study will provide useful and beneficial information to: the monetary authorities, financial institutions, researchers and students, public to better understand the policies of the government and how they impact on them.

LITERATURE REVIEW

International Trade

International trade is concerned with the relationship amongst nations in both the economic and financial sense; it plays a life-sustaining role in coordinating socio-economic performance and the possibilities for less developed countries (Adeleye, Adeteye and Adewuyi 2015).

Awojobi (2019) defines international trade as the exchange of capital, goods and services across international borders or territories. In most countries, such trade represents a significant share of gross domestic product (GDP).

There is no country which has grown without the useful tool of trade, however the significance of international trade to economic growth relies a great deal on the conditions in which it works and the purpose it serves. The relevance of international trade originates from evidence that there is no country that can produce all commodities in terms of goods and services which its population requires for their utilization and consumption largely owing it to resources differences and constraints. It is therefore concluded that trade relationship suggests that countries need to export commodities to create revenue to be able to import those commodities which cannot be made domestically.

Basically, international trade comprises export trade, import trade and entrepot trade. Export trade is the sale of goods and services to foreign countries, while import trade is the purchase of goods and services from other countries. Entrepot trade is the import of goods and services for re-export to other countries.

Economic Growth

Economic growth is measured by the Gross Domestic Product in Nigeria. GDP is the total monetary or market value of all the finished goods and services produced within a country in a specific period. It functions as a comprehensive measurement of the country's economic health. Nigeria has a GDP estimate of \$410 million out of which the oil and gas sector accounts for 80 percent of this figure. (Phillips and Edun, 2021).

Atangana, Adamou, and Njie, (2017), see economic growth as the process whereby the real per capita income of a country increases over a long period of time. Economic

growth is measured by the amounts of goods and services produced in a country. It is a desirable goal for Nigeria. It is the long-term rise in capacity to supply increasingly diverse economic goods and services to its population. This growth capacity is based on advancing technologies, the institutional and ideological advancement that it demands. Economic growth can be regarded as an important macroeconomic objective of the government given the fact that it visibly impacts on the standard of living.

Economic growth occurs whenever there is a quantitative increase in country's input and output over a period. (Hameed, Khalid, and Sabit, 2012), posits that economic growth is an increase in the capacity of an economy to produce goods and services, compared from one period to another. It can be measured in nominal or real terms, the latter of which is adjusted for inflation. Traditionally, aggregate economic growth is measured in terms of Gross National Product (GNP) or Gross Domestic Product (GDP), although alternative measures are sometimes used. In the same vein, Ogunmuyiwa, and Ekone (2010), refers economic growth to an increase in aggregate productivity. Often, but not necessarily, aggregate gains in productivity correlate with increased average marginal productivity. This means the average labourer in each economy becomes, on average, more productive. It is also possible to achieve aggregate economic growth without an increased average marginal productivity through extra immigration or higher birth rates thereby making economic growth to be described as increase in output of an economy over a period.

The trade theories have emphasized on attaining economic growth via international trade on the foundation of comparative economic advantages and disadvantages. Harnessing the principles of this trade theory, Nigeria was expected to be a foremost agricultural economy based on her enormous abundant labour resources and unexploited cultivatable land. Regrettably, since the oil price windfall of the early 1970s, the nation sidelined the industrial and agricultural sectors of the economy. The economic agents of

both public and private sectors of the economy channeled their resources in the oil and gas sector so much that the key sectors of the economy are deprived of funding, managerial capabilities and even required investment. Thus, the keystone economy has been rendered uncompetitive internationally while the nation has become a trading settlement for foreign firms (Sanusi, 2010).

Theoretical Review

Three theories are adopted in this study which include;

Mercantilism theory:

Developed in the sixteenth century, mercantilism was one of the earliest efforts to develop an economic theory. This theory stated that a country's wealth was determined by the amount of its gold and silver holdings. In its simplest sense, mercantilists believed that a country should increase its holdings of gold and silver by promoting exports and discouraging imports. In other words, if people in other countries buy more from you (exports) than they sell to you (imports), then they must pay you the difference in gold and silver. The objective of each country was to have a trade surplus, or a situation where the value of exports is greater than the value of imports, and to avoid a trade deficit, or a situation where the value of imports is greater than the value of exports.

Absolute Advantage theory:

In 1776, Adam Smith questioned the leading mercantile theory of the time in *The Wealth of Nations*. Adam Smith, *An Inquiry into the Nature and Causes of the Wealth of Nations* (London: W. Strahan and T. Cadell, 1776). Recent versions have been edited by scholars and economists. Smith offered a new trade theory called absolute advantage, which focused on the ability of a country to produce a good more efficiently than

another nation. Smith reasoned that trade between countries should not be regulated or restricted by government policy or intervention. He stated that trade should flow naturally according to market forces. In a hypothetical two-country world, if Country A could produce a good cheaper or faster (or both) than Country B, then Country A had the advantage and could focus on specializing on producing that good. Similarly, if Country B was better at producing another good, it could focus on specialization as well. By specialization, countries would generate efficiencies, because their labor force would become more skilled by doing the same tasks. Production would also become more efficient, because there would be an incentive to create faster and better production methods to increase the specialization.

Smith's theory reasoned that with increased efficiencies, people in both countries would benefit and trade should be encouraged. His theory stated that a nation's wealth should not be judged by how much gold and silver it had but rather by the living standards of its people.

Comparative Advantage theory:

The challenge to the absolute advantage theory was that some countries may be better at producing both goods and, therefore, have an advantage in *many* areas. In contrast, another country may not have *any* useful absolute advantages. To answer this challenge, David Ricardo, an English economist, introduced the theory of comparative advantage in 1817. Ricardo reasoned that even if Country A had the absolute advantage in the production of *products*, specialization and trade could still occur between two countries.

Comparative advantage occurs when a country cannot produce a product more efficiently than the other country; however, it *can* produce that product better and more efficiently than it does other goods. The difference between these two theories is subtle.

Comparative advantage focuses on the relative productivity differences, whereas absolute advantage looks at the absolute productivity.

Empirical Review

Ajayi and Atanda (2012) who empirically examined trade and capital inflow channels of globalization on macroeconomic stability of Nigeria between 1970 and 2009. They utilized an autoregressive model which indicated that the first lag of real output growth rate has a significant positive effect on real current growth rate, while the second autoregressive term is found to exert insignificant negative effect on current real output growth rate. As recommendation, the study posited that inflation should be targeted to encourage proper economic growth planning. This study failed to investigate the outflows of goods and services among which forms the context of international trade. Thus, it will be improved upon by including export trade as a variable and to employ the real GDP instead of the GDP growth rates.

Also, Arodoye and Iyoha (2014) studied the nexus between international trade and economic growth in Nigeria making use of quarterly time-series data for the period 1981 to 2010. The OLS results indicated that there is a stable, long-run relationship between international trade and economic growth and they concluded that trade policies which are in favour of export expansion should be encouraged because exports are a driver of economic growth. Furthermore, the study recommended that an exchange rate policy which is favourable to export expansion should be encouraged. This study is based on quarterly data which are relatively volatile. Thus, the annual time series data will be used as an extension for the study.

From another perspective, Stephen and Obah (2017) adopted multiple regression estimation techniques to examine the impact of international trade on economic growth in Nigeria from 1981 to 2015. The model specified economic growth measured by gross

domestic product as dependent on international trade proxy by non-oil imports, oil imports, non-oil exports, and oil exports. The study discovered that international trade has a significant positive impact on economic growth in Nigeria. The study recommended that Nigerian government should give more emphasis to specialization in agriculture for diversification of her production and export base to enable the country to gain all the benefits of trade including economic growth. This study neglected to include a control variable as important as exchange rate, which is a key determinant of international trade volumes. Therefore, an inclusion of the exchange rate variable in our model will serve as an extension to the study.

Oladimeji and Muhammed (2017) investigated the effect of international business on SMEs growth in a competitive environment, particularly Nigeria. It was also revealed that the exchange rate has a significant effect on SMEs growth in Nigeria, and the level at which exchange rate affects SMEs growth is relatively high. Elijah and Ahmed (2019) examined trade liberalization as one of the drivers of economic development from 1986-2016, According to World Development Report, irrespective of under unfavourable or favourable environment open economies perform better compared with closed economy. The study findings revealed that trade liberalization did not cause growth during the period of the study.

Osidipe, Onuchukwu, Otto and Nenbee (2018) assessed the impact of Trade Liberalization on some selected manufacturing sectoral groups. The results of analysis led to the conclusion that trade liberalization do not have significant impact on FBT, CKM, and BM in Nigeria. FDI is positively signed and thus have direct impact on the three- sub-sectors.

Okeowo and Aregbeshola (2018) reviewed a study on trade liberalization and performance of the Nigerian textile industry. Findings revealed that the effect of simple

tariff rate on textile industry is negative and statistically significant in the long run while trade liberalization policy measure through simple tariff rate has a lag effect before it can be effective in the textile industry. In both short and long run, real effective exchange rate depreciation worsens the performance of the textile industry in Nigeria.

Agbo, Agu and Eze (2018) reviewed the impact of international trade on the economic growth of Nigeria in Enugu, Nigeria. The results of the study showed that there is a significant impact of export trade on the Nigerian economic growth. The study also revealed that there is no significant impact of import trade on the Nigerian economic growth.

Uzonwanne (2020) in his study of international trade and economic growth in Nigeria from 1981-2017 used real GDP as the dependent variable while imports, exports, capital formation, unemployment and exchange rate were the explanatory variables. Using econometric techniques of unit root, Johansen co integration test and Granger causality analysis, the study found short run impact of export trade on economic growth. Also, causality runs from imports and exports to economic growth in Nigeria. He recommended improvement in trade contents through exportation of labour-intensive products.

Babatunde, Emmanuel, Okodua and Oluwasogo (2020) empirically examine the effect of FDI inflows into Nigeria on real gross domestic product (RGDP) growth and how these external inflows can bring about achieving Goal-17.3 of mobilizing additional financial resources for developing countries from multiple sources. The study found that labour quality has a positive and significant effect on RGDP in line with theory.

METHOD

Research Design

This study adopted the ex-post facto research design. The reason for the adoption of the ex-post facto design is because it is the most suitable for secondary data analysis. The ex-post facto research therefore is a systematic empirical study in which the researcher does not in any way control the independent variables because the situation for the study already exists or has already taken place. (Olotu, 2015).

Sources of Data

This study used secondary data which were gotten collected from Central Bank of Nigeria statistical bulletin 2022 on the variables of the study for the period of 1985 to 2022.

Model Specification

Uzo nwanne (2020) studied international trade and economic growth in Nigeria using an auto regressive and distributed LAG bound test approach. He further employed GDP as the dependent variable, while imports, exports, gross fixed capital formation, unemployment rate and exchange rate were used as the explanatory variables. this study modified his specification by introducing trade openness as a key international trade variable while also introducing foreign exchange disbursement which has been largely neglected by numerous researchers resulting to the model below.

$$GDP = f(\text{Exp}, \text{Imp}, \text{Trop}, \text{EXR}, \text{FXD}) \text{ -----} 3.2$$

The model is presented in mathematical form below.

$$GDP = a_0 + a_1 \text{Exp}_t + a_2 \text{Imp}_t + a_3 \text{Trop}_t + a_4 \text{ExchR}_t + a_5 \text{ForexD}_t + e_t$$

Where:

GDP = Gross Domestic Product

Exp = Export trade

Imp = Import trade

Trop = Trade Openness

EXR = Exchange rate

FXD = Foreign Exchange Disbursement

Where; $\mathbf{a_1, a_2, a_3, a_4, a_5}$ are the unknown parameters of the model to be estimated

$\mathbf{a_0}$ is the constant term or intercepts of the model.

t is the time 1985-2022

e is the error term or stochastic variable

Data Analysis

The data used in the estimation are time series and annual in nature and were subjected to stationary/unit root test using the Augmented Dickey-Fuller (ADF) unit root test to ensure their stationarity at levels or at first differencing, to avoid spurious regression. Moreover, to confirm the existence of long-run relationship among the variables, the ARDL Bounds test approach to cointegration was carried out at 5% level of significance. Also, a test of autocorrelation was carried out using the Breusch-Godfrey serial correlation LM test and the Durbin-Watson statistics. Furthermore; the model was estimated using the Auto regressive Distributed Lag (ARDL) technique. These tests are further discussed below:

Results

Unit Root Test Result

The Table 1 below shows a summary of Augmented Dickey Fuller (ADF) unit tests carried out on each of the variables. The test is done at 5% critical value as follows:

Table 1: Summary of Unit Root Test Result

		ADF Test statistics			
Variable		At Level	1 st Difference	Decision	Order of Integration
GDP		-0.6083	-3.9541	Stationary at 1 st difference	I(1)
EXP		-2.3542	-4.7887	Stationary at 1 st difference	I(1)
IMP		-4.3492	-7.9187	Stationary at Level	I(0)
TRO		-2.9845	-7.4386	Stationary at Level	I(0)
EXR		-3.1194	-5.4202	Stationary at Level	I(0)
FXD		-1.2861	-5.2619	Stationary at 1 st difference	I(1)
Critical Values	1%	-3.6267	-3.6394		
	5%	-2.9458	-2.9511		
	10%	-2.6115	-2.6143		

Source: Researchers' Computation using E-Views 9.0

The unit root test above reveals that GDP, export (EXP) and foreign exchange disbursement (FXD) are all stationary at first difference and are said to be integrated at order one, I(1). Conversely, import (IMP), trade openness (TRO) and exchange rate (EXR) were stationary at level and are said to be integrated at order I(0). Since the data are stationary at both I(0) and I(1), it implies that the data have statistical properties that do not vary over time and thus can be used for the purpose of forecasting. Again, we shall consider the lagged values of the dependent variable having obtained a mixed order of integration. We can achieve this by applying the Auto regressive Distributed Lag (ARDL) model. However, we first confirm the existence of a long-run relationship or co integrating relationship amongst the variables using the ARDL Bounds test.

Table 2: Summary of the ARDL Bounds test for Co integration

Statistic	Value	k
F-statistic	7.745140	5
Critical Value Bounds		
Significance	I(0) Bound	I(1) Bound
1%	2.26	3.35
5%	2.62	3.79
10%	2.96	4.18
15%	3.41	4.68

Source: Researchers' Computation using E-view 9

The F-statistic of 7.745140 is greater than the critical value I(0) and I(1) bounds at 5%. We therefore reject the null hypothesis and conclude that there is long run relationship amongst the variables.

Short Run ARDL Model Estimation

Table 3: Summary of the short run estimates

Variable	Coefficient	Std. Error	t-Statistic	Prob.*
GDP(-1)	0.828502	0.155389	5.331782	0.0002
GDP(-2)	-0.178337	0.142880	-1.248160	0.2358
EXP01	-0.006849	0.029161	-0.234861	0.8183
EXP01(-1)	-0.163173	0.031998	-5.099429	0.0003
EXP01(-2)	0.101732	0.030212	3.367309	0.0056
EXP01(-3)	0.054184	0.029875	1.813696	0.0948
IMP	-0.094558	0.037013	-2.554710	0.0252
IMP(-1)	-0.022405	0.048700	-0.460060	0.6537
IMP(-2)	-0.073879	0.032023	-2.307025	0.0397
IMP(-3)	0.106344	0.026524	4.009376	0.0017
TRO	0.076205	0.054734	1.392277	0.1891
TRO(-1)	0.155377	0.056186	2.765388	0.0171
TRO(-2)	-0.074271	0.054834	-1.354474	0.2005
TRO(-3)	-0.292874	0.041407	-7.073022	0.0000
EXR	-0.145882	0.031508	-4.630065	0.0006
EXR(-1)	0.012104	0.031057	0.389715	0.7036
EXR(-2)	-0.060091	0.028698	-2.093873	0.0582
FXD	0.098064	0.022666	4.326494	0.0010
FXD(-1)	0.033312	0.022224	1.498926	0.1597
FXD(-2)	0.024704	0.023209	1.064421	0.3081
FXD(-3)	0.060446	0.013754	4.394836	0.0009

C	5.097926	0.824828	6.180595	0.0000
CointEq(-1)	-0.349835	0.065848	-5.312727	0.0002
Adjusted R-squared	0.911499	in dependent var		10.53938
Statistic	0.898623	dependent var		0.490826
F-statistic	1140.921	like info criterion		-4.920898
Chi-squared statistic	0.000000	bin-Watson stat		1.654730

Source: Researchers' Computation using E-view 9

The short run estimates above shows that lagged GDP exerts positive effect of 0.829 on itself. This means that previous year's growth in the economy transcends to current growth in the economy in the current year as well. However, there is negative effect of lagged export and current year export on GDP in Nigeria decreasing GDP by 0.1632 and 0.0068 units respectively.

Similar negative outcome is observed for import as the lagged coefficient and the current year's coefficient decreased GDP by 0.0224 and 0.0946 units respectively. However, trade openness followed a different pattern increasing GDP by 0.1554 and 0.0762 units in the lagged and current years respectively.

For exchange rate, the current year coefficient showed negative value of -0.1459 which implies that currently in the short run, exchange rate decreases economic growth by 0.1459 units. The lagged value of exchange rate was positive (0.0121) while the second period lag was negative (-0.0601). This means that there is observed fluctuation of exchange rate just as GDP increases and decreases in line with the fluctuations in exchange rate.

The coefficient of foreign exchange disbursement was positive for the current year and the entire lagged periods. This implies that there is short run positive effect of foreign exchange disbursement on economic growth of Nigeria. The constant in the short run is positive (5.0979) which means that there is positive movement in GDP occasioned by

other variables that affect GDP in the short run which are not captured in the model. The short run speed of adjustment was estimated at 34.98% annually.

Long Run Estimation of the ARDL Model

The estimation of the long run model is necessary in order to reconcile the short-run behavior of international trade variables with its long-run behavior, and to investigate the extent of relationship that exist between the two economic variables in the long run period. The ARDL model takes cognizance of both periods because of the focus on the lagged values of the regressor and regress and. The result is summarized below:

Table 4: Long Run ARDL Result

Variable	Coefficient	Std. Error	t-Statistic	Prob.
EXP	-0.040322	0.110579	-0.364645	0.7217
IMP	-0.241535	0.093157	-2.592768	0.0235
TRO	-0.387504	0.110661	-3.501707	0.0044
EXR	-0.554175	0.085586	-6.475074	0.0000
FXD	0.618939	0.105564	5.863139	0.0001
C	14.572385	0.839748	17.353278	0.0000

Source: Researchers' Computation using E-view 9

The Table 4 above shows that there is a negative long run effect of export, import, trade openness and exchange rate on economic growth in Nigeria. GDP decreases by 0.0403, 0.2415, 0.3875 and 0.5542 with a unit change in export, import, trade openness and exchange rate respectively. This is quite an interesting result as the long run effect of international trade variables on the economy is a decreasing effect. Not only a decreasing effect, the probability values of import ($p=0.0235$), trade openness ($p=0.0044$) and exchange rate ($p=0.0000$) imply that the negative long run effect these variables exert on the economy is very significant at 5% level. However, foreign exchange disbursement showed positive long run effect on the economy increasing GDP significantly by 0.6189 units ($p\text{-value} = 0.0001$). The intercept of the long run model is

also positive which means that there is a positive movement in GDP in the long run which is occasioned by the stochastic variables.

Post-estimation tests

The post-estimation result shows other tests that confirmed the robustness of the model. The test comprises of the Breusch-Godfrey serial correlation LM test, Durbin Watson test for autocorrelation, Cumulative Sum test and the Coefficient of determination (R-squared and Adjusted R-squared). These tests, as earlier stated, are necessary in order to ascertain the statistical robustness and predictive ability of the model. They are summarized as follows:

Table 5: Diagnostic Tests

S/N	Test	Probability	Decision
		Model 1	
1.	Breusch-Godfrey serial correlation LM test	F-stat = 1.1806 <i>p-value</i> = 0.2286	No serial correlation.
2.	Durbin Watson Statistic	1.6547	No Autocorrelation
3.	Cumulative sum (CUSUM) Test	Within bands of 5% significance level (See Appendix)	Model is stable
4.	R-squared and Adjusted R-squared	0.9115 (91.15%) 0.8986 (89.86%)	High explanatory coefficient

Source: Extracted from E-Views 9.0 output (See Appendix)

The post-estimation tests as presented in Table 4.6 above shows that the error terms of the model are not serially correlated given the *p-value* of the Breusch-Godfrey Serial Correlation LM test which is greater than 0.05 critical values. Also, the Durbin Watson statistic suggests that there is no autocorrelation in the model since the DW value of 1.6547 tends towards 2 than to 0. Evidence from the cumulative sum (CUSUM) test affirms the stability and suitability of the model for forecasting since the CUSUM line falls within the upper and lower bounds 5% critical value lines.

The adjusted R-squared is more suitable for gauging the overall fitness of the model and it has a value of 0.8986 indicating that international trade account for up to 89.86 percent of the variations in Nigeria's economic growth for the period under review.

Discussion of findings

This research work investigated the nexus between international trade and economic growth in Nigeria for the period 1985 to 2021. The study examined the specific effects of total export trade, total import trade, trade openness, exchange rate and foreign exchange disbursement on foreign trades in Nigeria. The statistical properties of the time series data were examined through stationary test using the Augmented Dickey-Fuller (ADF) unit root test. The results showed that the variables were integrated of mixed order hence suggesting the possibility of an Auto regressive distributed lag model. This necessitated the test for long run relationship amongst the variables using the ARDL Bounds test for co integration. The result established the existence of a long-run relationship between international trade variables and economic growth in Nigeria.

The short run result showed that export, import, and exchange rate decreased economic growth in Nigeria. This implies that for every unit increase in export, import, and exchange rate, Nigeria's GDP will decrease accordingly. Thus, we can deduce from this that exports and import which makes up the core of international trade has not favorably encouraged growth in the Nigerian economy. Exchange rate, which is very vital in foreign trade transactions still did not enhance economic growth due to the inconsistencies of the monetary authorities and the spiraling effect of exchange rate in the economy. Still in the short run, trade openness and foreign exchange disbursement were positively related to economic growth. The positive effect of trade openness on growth in the short run explains why Agbo, Agu and Eze (2018) sees trade openness as an important short run economic variable that drives trade and growth.

The long run analysis gave a rather interesting result as the international trade variables (export, import, trade openness and exchange rate) all showed significantly negative effects on economic growth except export which was not significantly negative. This entails that Nigeria's international trade transactions still falls below expected as it remains a low contributor to growth. The works of Stephen & Obah (2017), Arodoye and Iyoha (2014), Agbo, Agu and Eze (2018) etc. all supported the stance that international trade enhances growth as against the current finding from this present study. The reason for the difference in findings is attributed to the updated data used in this study and the inclusion of some key intervening variables like foreign exchange disbursement and trade openness. This expands the knowledge frontier and explains the slow rate of economic growth witnessed in Nigeria today.

The long run analysis however, revealed that foreign exchange disbursement increased economic growth significantly. Thus, government focus on foreign exchange disbursement can further enhance economic growth in Nigeria. The test of hypotheses revealed that export, import, trade openness and exchange rate significantly decreased Nigeria's GDP while foreign exchange disbursement significantly increased GDP. The international trade variables jointly affected GDP accounting for as much as 89.86 percent of the variations in Nigeria's economic growth for the period under review.

SUMMARY OF FINDINGS

The study made some very key findings which were in line with the specific objectives of the study. Firstly, export trade decreased GDP both in the short and long run, but the decrease was not statistically significant. Secondly, import trade decreased GDP significantly in the short and long run periods. Thirdly, trade openness had negative effect on economic growth in the long run. However, the short run effect of trade openness on growth was positive but not significant. The positive coefficient of foreign

exchange disbursement in the short and long run periods meant that foreign exchange disbursement increased GDP significantly in both periods. The findings further revealed there was significant negative relationship between exchange rate and economic growth in the short and long run.

Based on the findings made, the study concluded that there has not been favorable effect of international trade variables on the growth of the Nigerian economy for the period under review. This was adduced to the negative short run effects of exports, imports, trade openness, and exchange rate on real gross domestic product. Thus, there remains a lot to be done by the government and the monetary authorities to enhance growth of the Nigerian economy through the intensification of international trade activities.

CONCLUSION

The conclusion emanating from the study is that international trade represented by export and import trade, trade openness, exchange rate and foreign exchange disbursement have not had the desired effect on growth of the Nigerian economy. The positive effect of foreign exchange disbursement was being overshadowed by the negative effects of export, import, trade openness and exchange rate. When total trade and exchange rate do not lead to growth in the economy, then the overall objective of trade has not been achieved. However, it can be inferred from this study that with increased intervention of the monetary authorities in the area of foreign exchange disbursement, Nigeria's openness to trade will be enhanced and this will have long run positive effect on international trade and the economy at large.

RECOMMENDATIONS

To fully explore the potentials presented by international trade to the Nigerian economy, the following recommendations which are stemming from the findings are very necessary to be considered:

1. Since from the study, export decreased growth, government can enhance export trade through the diversification of the economy to focus on agro-based exports which will put Nigeria on the map of world export traders and this has the potential of growing the local economy beyond the current rate.
2. In a similar manner, import trade statistics showed negative effect on growth and so the government can make import to be more service oriented and at the same time promoting locally produced products to boost the local economy. Focus on services rather than finished products will enhance the quality of imports and boost export potentials.
3. Nigeria's trade openness can be enhanced by way of increasing exports rather than imports through the focus on local manufacturing capacity.
4. Exchange rate policies should be stabilized in the long run by the monetary authorities.
5. The Central Bank of Nigeria should intensify efforts to make foreign exchange disbursements to reach every sector in Nigeria's export trade to enhance international trade.

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Appendix

pothesis: GDP has a unit root
ious: Constant
ngth: 1 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	0.608296	0.8561
ritical values:		
% level	3.632900	
i% level	2.948404	
0% level	2.612874	

nnon (1996) one-sided p-values.

pothesis: D(GDP) has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	3.954097	0.0044

ritical values:	% level	3.632900
	i% level	2.948404
	j% level	2.612874

nnon (1996) one-sided p-values.

pothesis: EXP has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	2.354249	.1615
ritical values:	% level	3.626784
	i% level	2.945842
	j% level	2.611531

nnon (1996) one-sided p-values.

pothesis: D(EXP) has a unit root
ious: Constant
ngth: 1 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	4.788695	.0005
ritical values:	% level	3.639407
	i% level	2.951125
	j% level	2.614300

nnon (1996) one-sided p-values.

pothesis: IMP has a unit root
ious: Constant
ngth: 1 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	4.349245	.0015
ritical values:	% level	3.632900
	i% level	2.948404
	j% level	2.612874

nnon (1996) one-sided p-values.

pothesis: D(IMP) has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	7.918724	.0000

ritical values:	% level	3.632900
	10% level	2.948404
	5% level	2.612874

non (1996) one-sided p-values.

pothesis: TRO has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	2.984543	0.0459
ritical values:	% level	3.626784
	10% level	2.945842
	5% level	2.611531

non (1996) one-sided p-values.

pothesis: D(TRO) has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	7.438558	0.0000
ritical values:	% level	3.632900
	10% level	2.948404
	5% level	2.612874

non (1996) one-sided p-values.

pothesis: EXR has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	3.119394	0.0340
ritical values:	% level	3.626784
	10% level	2.945842
	5% level	2.611531

non (1996) one-sided p-values.

pothesis: D(EXR) has a unit root
ious: Constant
ngth: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
nted Dickey-Fuller test statistic	5.420176	0.0001
ritical values:	% level	3.632900

1% level 2.948404
5% level 2.612874

non (1996) one-sided p-values.

hypothesis: FXD has a unit root
constant: Constant
length: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
Augmented Dickey-Fuller test statistic	1.286146	0.6254
Critical values:		
1% level	3.626784	
5% level	2.945842	
10% level	2.611531	

non (1996) one-sided p-values.

hypothesis: D(FXD) has a unit root
constant: Constant
length: 0 (Automatic - based on SIC, maxlag=9)

	-Statistic	Prob.*
Augmented Dickey-Fuller test statistic	5.261953	0.0001
Critical values:		
1% level	3.632900	
5% level	2.948404	
10% level	2.612874	

non (1996) one-sided p-values.

Dependent Variable: GDP
Model: ARDL
Date: 03/07/23 Time: 22:38
Sample (adjusted): 1988 2021
Observations: 34 after adjustments
Number of lags: 3 (Automatic selection)
Selection method: Akaike info criterion (AIC)
Candidate regressors (3 lags, automatic): EXP IMP TRO EXR FXD
Excluded regressors: C
Number of models evaluated: 3072
Selected Model: ARDL(2, 3, 3, 3, 2, 3)

Variable	Coefficient	Std. Error	t-Statistic	Prob.*
GDP(-1)	0.828502	0.155389	5.331782	0.0002
GDP(-2)	-0.178337	0.142880	-1.248160	0.2358
EXP	-0.006849	0.029161	-0.234861	0.8183
EXP(-1)	-0.163173	0.031998	-5.099429	0.0003
EXP(-2)	0.101732	0.030212	3.367309	0.0056
EXP(-3)	0.054184	0.029875	1.813696	0.0948
IMP	-0.094558	0.037013	-2.554710	0.0252
IMP(-1)	-0.022405	0.048700	-0.460060	0.6537
IMP(-2)	-0.073879	0.032023	-2.307025	0.0397

IMP(-3)	0.106344	0.026524	4.009376	0.0017
TRO	0.076205	0.054734	1.392277	0.1891
TRO(-1)	0.155377	0.056186	2.765388	0.0171
TRO(-2)	-0.074271	0.054834	-1.354474	0.2005
TRO(-3)	-0.292874	0.041407	-7.073022	0.0000
EXR	-0.145882	0.031508	-4.630065	0.0006
EXR(-1)	0.012104	0.031057	0.389715	0.7036
EXR(-2)	-0.060091	0.028698	-2.093873	0.0582
FXD	0.098064	0.022666	4.326494	0.0010
FXD(-1)	0.033312	0.022224	1.498926	0.1597
FXD(-2)	0.024704	0.023209	1.064421	0.3081
FXD(-3)	0.060446	0.013754	4.394836	0.0009
C	5.097926	0.824828	6.180595	0.0000

red	0.911499	n dependent var	10.53938
Adjusted R-squared	0.898623	n dependent var	0.490826
regression	0.018211	ke info criterion	-4.920898
Adjusted resid	0.003980	varz criterion	-3.933253
likelihood	105.6553	an-Quinn criter.	-4.584083
Statistic	1140.921	in-Watson stat	1.654730
Statistic	0.000000		

p-values and any subsequent tests do not account for model selection.

Bounds Test

3/07/23 Time: 22:39

Year: 1988 2021

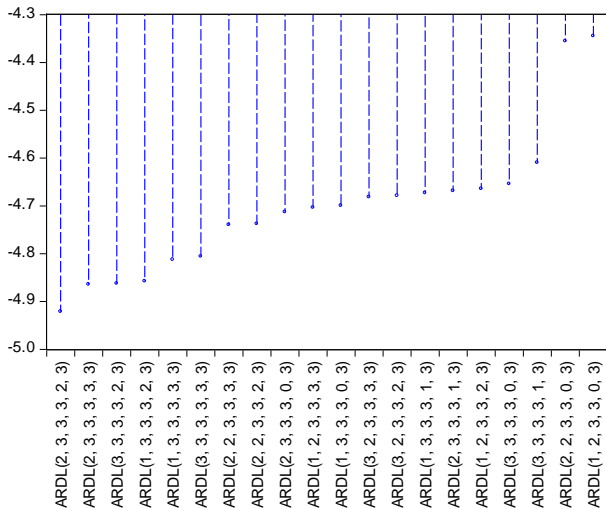
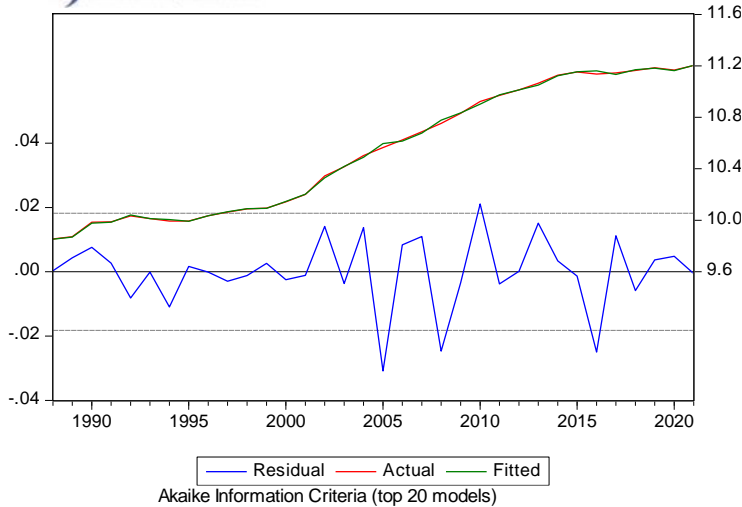
Number of observations: 34

Hypothesis: No long-run relationships exist

Statistic	Value	k
Statistic	7.745140	5

Value Bounds

Statistic	0 Bound	1 Bound
	2.26	3.35
	2.62	3.79
	2.96	4.18
	3.41	4.68



Cointegrating And Long Run Form

endent Variable: GDP

ard Model: ARDL(2, 3, 3, 3, 2, 3)

3/07/23 Time: 22:39

rs: 1985 2021

rd observations: 34

Cointegrating Form

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GDP(-1))	0.178337	0.142880	1.248160	0.2358
D(EXP)	-0.006849	0.029161	-0.234861	0.8183
D(EXP(-1))	-0.101732	0.030212	-3.367309	0.0056
D(EXP(-2))	-0.054184	0.029875	-1.813696	0.0948
D(IMP)	-0.094558	0.037013	-2.554710	0.0252
D(IMP(-1))	0.073879	0.032023	2.307025	0.0397
D(IMP(-2))	-0.106344	0.026524	-4.009376	0.0017
D(TRO)	0.076205	0.054734	1.392277	0.1891
D(TRO(-1))	0.074271	0.054834	1.354474	0.2005
D(TRO(-2))	0.292874	0.041407	7.073022	0.0000
D(EXR)	-0.145882	0.031508	-4.630065	0.0006
D(EXR(-1))	0.060091	0.028698	2.093873	0.0582

D(FXD)	0.098064	0.022666	4.326494	0.0010
D(FXD(-1))	-0.024704	0.023209	-1.064421	0.3081
D(FXD(-2))	-0.060446	0.013754	-4.394836	0.0009
CointEq(-1)	-0.349835	0.065848	-5.312727	0.0002

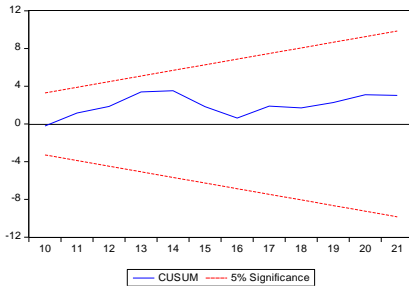
$$\text{teq} = \text{GDP} - (-0.0403 \cdot \text{EXP} - 0.2415 \cdot \text{IMP} - 0.3875 \cdot \text{TRO} - 0.5542 \cdot \text{EXR} + 0.6189 \cdot \text{FXD} + 14.5724)$$

Long Run Coefficients

Variable	Coefficient	Std. Error	t-Statistic	Prob.
EXP	-0.040322	0.110579	-0.364645	0.7217
IMP	-0.241535	0.093157	-2.592768	0.0235
TRO	-0.387504	0.110661	-3.501707	0.0044
EXR	-0.554175	0.085586	-6.475074	0.0000
FXD	0.618939	0.105564	5.863139	0.0001
C	14.572385	0.839748	17.353278	0.0000

h-Godfrey Serial Correlation LM Test:

tic	1.180597. F(2,10)	0.2286
squared	17.30157. Chi-Square(2)	0.0002



**PATHWAY TO FINANCIAL DOMINION:
INSIGHTS ON THE RECOVERY OF THE AFRICAN IDENTITY FROM GROSS POVERTY BY
THE APPLICATION OF COMMON SENSE**

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ABSTRACT

The guiding principle in this entry is to diffuse all the illusiveness of the blame game - blaming government for lack of performance, blaming of parents, or any other folk that we think has caused us our misfortune; and to rise up to taking responsibility of both our individual lives and as well our collective destiny as being connected to one another, knowing that the poverty of one is also the poverty of all, and that it is only when a majority of us is said to be prosperous can we be said to have prospered indeed. Also, it is in the mission of this book to let you know that you can still make it big, no matter where you may find yourself down the ladder that you can still get to the top by beginning to do something meaningful with your life today under God and with determination, focus, diligence, and the fear of God.

This work precipitates from the vision God showed me in my encounter with Him in the spirit. He brought me to a burial ground, and behold, I saw many young folks crying from their graves in agony, despair and in displeasure – recounting their ordeals in life’s experiences due from lack of opportunities and financial incapacitation. And God said to me: “Go and give hope to my young friends that are yet alive by the power of information and concerted awakening in prayers and entrepreneurship and by doing these men and women will begin to find hope amidst the gloom, while they yet have breath”. And second, I was inspired to write after reading the book of Pastor Sunday Adelaja, titled: Money Won’t Make You Rich. Please, listen, read, meditate and apply

these principles to your life which is a product of divine writ, empirical inclination and concerted studies and research, having the Bible as the basis of the principal formulation.

Again, you have to understand that as long as this physical world is concerned, you will be termed as an in-genuine if you don't have money. Money will be required to pay your hospital bills at birth, provide milk for you as a child, pay you through your career development, and pursue your purpose in life; you will need money to set up a family, guarantee good education for your children and wards, you need money to live in the society/community, money will be required if you must fulfill your purpose on earth, and money will be required to lead you home honorably in organizing a good burial for you at the end of your short stay here on earth. Jesus was born in a manger but made His grave with the rich – He was buried on marbled and golden tomb. He commanded the follower-ship of both the powerful and influential by goodwill which in turn translated to paying his itinerary bills, and as well run His errands (Luke 8:1-2). He had a purse that was manned by Judas as the treasurer.

You too cannot afford to ignore money or else money will ignore you, and you will live your life in squalor and hopelessness, disgrace and shame; which is not your portion in Christ.

Money is a veritable commodity which will deliver to your doorsteps-limitless possibilities. Money is a derivative of God (Deut. 8:18, James 1:17), and there is no harm in getting money no matter the quantity and currency involved, and that is God's will, and covenant with you to be above only in wealth.

INTRODUCTION

The African continent is a diverse and culturally rich land with immense potential for growth and prosperity. However, it has faced numerous challenges over the years,

including poverty, economic instability, and a loss of identity. In order to achieve true financial dominion and overcome these obstacles, it is crucial to understand and address the root causes of poverty while reclaiming and redefining the African identity.

Historically, Africa has been exploited and marginalized, leading to a cycle of poverty that has hindered its progress. Colonialism, slavery, and neocolonial practices have had a lasting impact on the continent's economic development. These external forces, coupled with internal factors such as corruption, political instability, and inadequate infrastructure, have contributed to the widespread poverty experienced by many African nations.

To achieve financial dominion, African countries must prioritize economic empowerment and sustainable development. This involves focusing on key areas such as education, healthcare, infrastructure, and agriculture. By investing in quality education, African nations can equip their citizens with the skills and knowledge needed to thrive in the modern global economy. Improved healthcare systems will ensure a healthy and productive workforce, while infrastructure development will enhance connectivity and facilitate trade.

Furthermore, Africa is blessed with abundant natural resources, including minerals, arable land, and a diverse range of wildlife. Leveraging these resources sustainably and responsibly can provide a solid foundation for economic growth. By investing in modern agricultural practices, African countries can boost productivity, reduce food insecurity, and create opportunities for rural communities.

Reclaiming the African identity is equally important in the journey towards financial dominion. The continent is home to a rich tapestry of cultures, traditions, and histories that should be celebrated and preserved. Embracing and promoting African art, music, literature, and fashion can help redefine the continent's image globally and foster a sense of pride among its people. Cultural tourism can also be an avenue for economic growth, attracting visitors from around the world to experience Africa's unique heritage.

Moreover, fostering regional integration and cooperation is crucial. African nations should work together to create a conducive environment for trade, investment, and innovation. By breaking down barriers and promoting intra-African trade, countries can tap into the vast potential of a unified market, thereby bolstering economic growth and reducing dependence on external forces.

In conclusion, achieving financial dominion and recovering the African identity from gross poverty requires a multifaceted approach. It demands addressing the root causes of poverty, investing in key sectors, leveraging natural resources sustainably, reclaiming cultural heritage, and fostering regional cooperation. By implementing these strategies, African nations can pave the pathway towards a prosperous and empowered future, where poverty is eradicated, and the African identity flourishes.

LITERATURE REVIEW

Africa and its forceful integration into Third World Status: An Overview

The term *third world* was introduced by a French economist during a meeting of the G–5 nations (France, Germany, Japan, United Kingdom and the United States) many years ago in an attempt to describe the different categories of economic situations, suggesting that there were three worlds on the planet:

The *first world* is known as the old world of Europe, built on the agricultural society and governed by the systems of feudal lords and kings.

The *second world* is known as the new world, associated with the discovery and settlement throughout the Americas, both north and south during the industrial revolution, which laid the foundation for automation of both goods and services alike.

On its part the *Third world* (with which we are associated), describes the billions of people in territories that become the victims of oppression through subjugation slavery

and colonization who were raped of self-identity, self-dignity, self-worth, and sense of well-being.

Thus, the general definition of third world nations refers to people who were not allowed to participate or benefit from the industrial revolution, despite the fact that the sweat and blood of these people became the human slab and wheel on which the foundation of the industrial revolution was laid.

More intensely, this oppression is seen throughout the African continent where religious bigotry, slavery, and colonialism and all of its weights of economic exploitations, racial discriminations, and social inequalities; was allowed to flourish. Though have attained independence, but consequently, we were raped of our human dignity, cultural consciousness, corporate correctness (where we still depend on Western validations in so many issues plaguing), we were raped of natural/human resources and wealth spanning across many centuries of hopelessness and are left without the tools, histories, skills and machineries necessary to compete in this highly industrialized and technically driven world of the twenty-first century. To make things worse, we were left in a more sickening situation of neo-colonialism – a systemic structure that ends to circumvent our industrial, economic and political construct for the sole beneficiaries of Western-Overlords. Like the case in Nigeria where all our economical, industrial and political strides as a nation has been manipulated by Great Britain, USA and China to still serve their age-long interest of exploiting Africa.

According to Walter Rodney in his *How Europe Underdeveloped Africa*, Africa was fully developed before the coming of the Europeans –up to the 15th Century; “before even the British came into relations with our people, we were a developed people, having our own institutions and having our own ideas of government.” It has been shown that using comparative standards, Africa today is underdeveloped in relation to

Western Europe and a few other countries around Asia (China, South Korea, Singapore, India, and etc.); and that the present position has been arrived at, not by the separate evolution of Africa on the one hand and Europe on the other hand, but exploitation. As is well known, Africa has had prolonged and extensive contact with Europe, and one has to bear in mind that contact between different societies changes their respective rates of development, most appropriately when one side is weak. To set the record straight, four operations are required:

- (a) Reconstruction of the nature of development in Africa before the coming of Europeans.
- (b)(b) Reconstruction of the development which took place in Europe before expansion abroad.
- (c) Analysis of Africa's contribution to Europe's present 'developed' state.
- (d) Analysis of Europe's contribution to Africa's present 'underdeveloped' state.

The struggle for freedom for the African continent has been for the sum an exercise in frustration, disillusionment and confusion as best seen in the drama of political instability, economic disaster, corporate/individual fraud, social turmoil, cultural confusion, communal antagonism and spiritual conflicts.

The aftermath of these waves of oppression that blew over Africa in the industrial revolution era in the vicious hatred and disdain of the African people by the European overlords and imperialists (Great Britain, France, Portugal, Italy and currently China, and etc.), is now symptomatic of identity crisis, work ethic deficiency, lack of purpose, vision and self-confidence.

Therefore, in Africa today we find the struggle of independent nations to find their place in global scene of economic opportunity, progress, social advancement and cultural identity to be all a struggle in futility. All these are the scars of the oppression done to Africa in the industrial revolution era. The question is why the struggle for freedom and

progress in all of these nations that were formerly oppressed and colonized ended in the present cloud of despair? Why did it seem so easy for these nations to obtain deliverance from imperial colonial oppression and to achieve political independence, but not to experience the freedom they anticipated? The answer lies in the very nature of oppression/freedom, both for the individual, institution, organization, and for the nation. Thus, there is a dare need of leadership, because leadership is freedom, because no one is free except all is free; it is a collective responsibility-telling ourselves the truth.

The dynamics of oppression in the context of African history and self-determination are complex and multifaceted. Throughout history, Africans have faced various forms of oppression, including colonization, slavery, imperialism, and neocolonialism. These oppressive systems have had a profound impact on the continent's struggle for self-determination and have shaped its history in significant ways.

Colonialism, which began in the late 19th century and lasted well into the 20th century, played a central role in Africa's experience of oppression. European powers, such as Britain, France, Germany, Belgium, and Portugal, carved up the continent and established colonial administrations. The primary motivations behind colonialism were economic exploitation and the extraction of Africa's natural resources, leading to the dispossession of land and the exploitation of African labor.

Under colonial rule, Africans were subjected to various forms of oppression, including forced labor, cultural assimilation, and political subjugation. Indigenous systems of governance, culture, and social structures were disrupted and replaced with European institutions and values. Africans were relegated to the status of second-class citizens in their own lands, and their agency and self-determination were severely curtailed.

Oppression also manifested through the transatlantic slave trade, which forcibly transported millions of Africans across the Atlantic Ocean as slaves to the Americas and

Europe. This brutal system of chattel slavery not only resulted in the physical and psychological suffering of millions but also disrupted African societies and economies. The slave trade severely weakened African states, as entire communities were devastated by the loss of their most valuable human resources.

The struggle for self-determination in Africa gained momentum in the mid-20th century as nationalist movements and leaders emerged across the continent. These movements sought to challenge and dismantle colonial rule, demanding independence and self-governance. Prominent figures like Kwame Nkrumah in Ghana, Jomo Kenyatta in Kenya, and Julius Nyerere in Tanzania led their countries to independence and played crucial roles in shaping Africa's post-colonial trajectory.

However, the legacy of oppression continued to exert its influence even after independence. Neocolonialism, characterized by economic and political domination by former colonial powers and other global powers, persisted in various forms. African nations faced challenges such as economic exploitation, unequal trade relations, interference in domestic affairs, and the propping up of dictatorial regimes.

Overcoming the dynamics of oppression and achieving genuine self-determination has been an ongoing struggle for many African nations. The challenges are complex and interrelated, encompassing economic, political, social, and cultural dimensions. African nations have sought to address these challenges through regional integration, Pan-Africanism, the promotion of democracy and good governance, economic diversification, and the empowerment of marginalized groups.

It is important to recognize that Africa's history of oppression and the struggle for self-determination is not a monolithic narrative. The continent is incredibly diverse, with a rich tapestry of cultures, languages, and histories. The dynamics of oppression and the paths to self-determination have varied across different regions and countries,

influenced by factors such as geographical location, colonial legacy, and the specific historical context of each nation.

In recent decades, there has been progress in terms of democratization, economic growth, and regional cooperation in Africa. However, the continent still faces numerous challenges, including poverty, inequality, armed conflicts, and the persistence of neocolonial influences. Achieving genuine self-determination requires continued efforts to address.

What is Oppression?

Oppression in its true nature has associated synonyms that make it what it is: it implies to **press**, to **distress**, to **afflict**, to **crush**, to **force**, to **hold fast**, and to **thrust**:

Classically it means the following:

- It can be defined as the imposition of external domination on another person to the point of controlling their physical, mental and spiritual aspirations.
- Oppression is the cancellation of self-determination and the suffocation of personal identity/potential.
 - a. It is the discovery of truth about you.
 - b. Freedom is self- imposed discipline.
 - c. Freedom is taking responsibility for your life
 - d. It is designing your own destiny, and deciding your own consequences.
 - e. It is telling yourself the dare truth about yourself

From the forgoing, we can see that oppression is external in nature which is the outcome of the proximities of an adversary. While freedom is an internal thing- which is telling one-self the truth and taking full responsibility. It is the truth that we tell ourselves that can set us free. We must not sit down and accept a sub-human standard of life as our

due lot, no! God did not intend that man be down trodden, but that he should rise and take his rightful place in the scene of life.

The era of industrial revolution eluded us and we can see how it went and where it landed us – simply because we were not allowed to participate. Restoration is possible for us. I mean total restoration. We need vision – fore/spiritual sight, and knowledge – relevant data; and all these are being provided today by the fresh pouring of the Holy Ghost on the realization of a conscious living; and as well the entrepreneurial gestures through the aid of the internet and the wide spread of computer literacy. Thus, the needed change can begin with just having a functional e-mail address and designing a feasible business plan.

The Industrial Revolution period has come and gone, we were not allowed to participate in the process, and thus we were denied of all of its profits that ensued. Thanks to our fathers who had fought to liberate us from oppression –external domination; and we are having another chance to participate in this new era–the era of **Information and Communication Technology (ICT)**. Restoration is possible for us. I mean total restoration. We need vision –foresight, and knowledge–relevant data; and all these are being provided today by the fresh waves of technological boom, giving everyone (oppressed or free) a common plying ground on the realization of a conscious living; and as well the entrepreneurial gestures through the aid of the internet and the wide spread of computer literacy. Thus, the needed change can begin with just having a functional e-mail address, and designing a feasible business plan.

The answer is personal development which implies increased skills and capacity, creativity, self-discipline, responsibility and mental well-being, and lightly on spiritual soundness.

Haven established the historical background of our dilemma as Africans, and the dare need to switch onto the new era-the era of information and communication technology (ICT)-having the capability to aspire, explore, acquire and apply relevant

knowledge/experience to harnessing the frontiers of one's chosen career or business will definitely put one back to his rightful place, either as a nation or as an individual.

For instance, India was one of those nations that equally suffered from the terrible blight of colonialism, and was then also labeled as 'Third World Nation'; but this nation gradually and consistently worked her way out of this third world syndrome through purposeful investment into ICT. Today, India ranks number one in ICT In the world. The matter can be said to be a double dilemma in Nigeria-where we can all feel in a greater measure the poverty burden - on the streets and the high level of dependency. A deepening crisis which receives little attention is the breakdown of the social ladder, values, and networks traditionally used in our society to climb out of poverty. Poverty is consequently becoming an inheritance - a dynasty - whereby the children of the poor will in all likelihood, end up poor. Increasingly, the rich won't be able to sleep because the hungry and angry poor are awake!

Nothing empowers like knowledge, either as acquired or as revealed.

The importance of information cannot be over-emphasized; it is result orienting. Coming to think about it, the tide is changing, nature is paying Europe back for raping Africa in the industrial age; their economies are collapsing, all the institutions they built on African blood through unjust means-crying over the years is now yielding fruits of justice.

It now behooves Africa to unite, and raise the stakes high because their recovery is in Africa. We will now move on to the second issue on the outline Knowing the way forward from obscurity onto significance in order to reclaim our lost glory and identify. I mean mastering money, breaking from the yoke of survival syndrome (poverty), to finding your financial freedom.

Basic Facts about Money

Money is a medium of exchange that is widely accepted for transactions of goods and services, as well as for the repayment of debts. It serves as a unit of account, a store of value, and a standard of deferred payment. Here are some basic facts about money:

1. **Forms of Money:** Money can exist in various forms, including physical coins and banknotes (referred to as "cash" or "currency"), as well as digital representations like bank account balances and electronic payment systems.
2. **Currency:** Each country typically has its own currency, such as the United States dollar, Euro, Japanese yen, or British pound. These currencies are issued and regulated by central banks or monetary authorities.
3. **Denominations:** Physical currencies are divided into different denominations, representing different values. For example, the U.S. dollar has denominations such as \$1, \$5, \$10, \$20, and so on.
4. **Fiat Money:** Most modern currencies are known as fiat money. This means that their value is not backed by a physical commodity like gold or silver but is based on the trust and confidence of the people using it. The government declares fiat money to be legal tender, meaning it must be accepted as a form of payment.
5. **Central Banks:** Central banks, such as the Federal Reserve in the United States or the European Central Bank in the Euro zone, are responsible for regulating the money supply, managing interest rates, and maintaining the stability of the financial system.
6. **Electronic Money:** With the advent of digital technologies, electronic money has become increasingly prevalent. It includes transactions conducted through online

banking, mobile payment apps, crypto currencies like Bitcoin, and other digital payment systems.

7. Inflation: The general increase in prices over time is known as inflation. Inflation reduces the purchasing power of money, meaning that the same amount of money can buy fewer goods and services in the future.

8. Counterfeiting: Counterfeiting refers to the illegal production and distribution of fake currency. Governments incorporate various security features into banknotes and coins to prevent counterfeiting, such as watermarks, holograms, special inks, and unique patterns.

9. International Exchange Rates: When dealing with different currencies, exchange rates come into play. Exchange rates determine the value of one currency relative to another and fluctuate based on factors such as economic conditions, interest rates, supply and demand, and geopolitical events.

10. Financial Instruments: Money can be utilized through various financial instruments, including bank accounts, credit cards, loans, bonds, stocks, and investment vehicles. These instruments enable individuals and businesses to manage, invest, borrow, and make use of their money in different ways.

It's important to note that the specifics of money can vary between countries and economic systems, and there are ongoing developments and trends in the world of finance and monetary systems.

1. There is a wide range of difference between cash (currency or legal tender), and money (a man's worth in relationship to his financial status on a broader scale). Cash is the economic capacity of a man per time in direct proportion to his wants and needs. While money is the total sum of a man's worth in direct proportion to his spiritual, physical, biological, social, economic status in a process of time or in the long run. And this is what God gives-money and not cash, you have to earn your own cash by work. You cannot be said to be wealthy, and be sick, or be spiritual or morally bankrupt, because these are the basic areas where a man's true worth is valued and revalued in a broader spectrum.

2. What we all need in life are the very things which both cash or money can buy, and we must understand that what God promised us in scriptures, and what he severally did in history is making the provisions available at our disposal-the very things which we needed cash/money to purchase or to acquire. Thus cash is earned by individual efforts-in obeying the natural law of work; it is no respecter of persons (color, race, height, sex), whether a Hindu, Buddhist, Muslim, Christian, or whether you believe in God or not, 'born again' or 'unbelievers', if you solve a problem, create a utility, render a service and etc., you will definitely have a corresponding reward meted back to you either as cash or money-which implies an increase in your earning capacity. There are no sentiments about this.

3. Understand that from the very beginning of creation God created mankind to be a wealthy man, a man of substance-by putting everything under his charge, and as well making sure of the availability of every good thing he will need in an abundant measure –surpassing expectations:

As we can vividly see here that God dealt bountifully with man from the very beginning of time, He made man in His own likeness, made everything available that man will ever need and brought them at man's disposal, and as well made man the manager and director over all His creatures-these is all beyond what mind can ever comprehend. And thus the dissatisfaction that is today seen around the world is not the primary designs of God, but rather they are the consequent manifestations of man's foolish and fatal choices in the wicked usage of his free will:

And the Lord God commanded the man, "You are free to eat from any tree in the garden; but you must not eat from the tree of the knowledge of good and evil, for when you eat of it you will surely die." (Gen. 2:16, 17, NIV).

Everything went the contrary and became bizarre as soon as man violated God's rule, and it has never been the same again. However, God did not leave man in a helpless state; He provided a ransom guaranteeing the possibilities of making a comeback onto his glorified life in the person of Christ, with whom, mankind can live again as it were in Eden then; even much more.

What is money?

- a. Money is a by product of the process of production of goods and services
- b. Money is the compensation or reward for engaging the forces of life for man's benefits
- c. Money is a tool that guarantees the experience and manifestation of the expectations, desires, and preferences of man in his mortal experience
- d. Money is the physical conversion of a man's success or achievements in life (Jesus was born in a manger, but was buried in a golden tomb).
- e. Money is the recognized medium of exchange of value for value received

- f. Money is the recognized medium through which equity and honor are expressed between man and man.
- g. Money is the total worth of a man in the long run, proportional to his wants and needs.

Tragic Effects of Poverty

- Poverty denies you claim of your inheritance
- Poverty defeats the gift and purpose for life
- Poverty denounces and deforms the wisdom and knowledge which you Claim to possess:
- Poverty disrobes you of your human worth and dignity
- Poverty enslaves you: by implication, no matter who you claim to be, if you are poor, everything and everybody will lord over you-directly or indirectly.
- The blessedness of the poor attracts pity and indignation: the best of admiration accorded to the poor man is to pity him; and in other times he is treated with disgust.
- Poverty makes destruction and death imminent to any man: poverty is synonymous with death as both parties share common boundaries, and each can cross-over to either side of the lake. We have seen common malaria sending a vibrant life to its early grave due to lack of accessibility of medical care occasioned by lack of funds, or pregnant mother under labor struggles to death, when she was supposed to have earlier-on get relieved by surgery, but lack of funds constrains her to the point of death. And we have seen innocent people rot in jail due to poverty.

- Poverty repels friendship and brotherhood: the earlier one understands that you really do not have a relative or a true friend when you are poor, the better for you because you will be let alone to tackle this enigma ruthlessly.
- Poverty negates the possibilities of kingdom expansion: no matter the vision you have towards the kingdom or the godly vision you have to do, you will only do little or nothing big for God on this earth-world if you are poor; there is really nothing to do with the spreading of the gospel if you are poor. You can only become an embarrassment to all.
- Poverty denounces your sanctity, and questions his faith as a man: no matter how pious you tend to sound or look, if you are poor, it really does not mean much to anyone or to yourself.
- Poverty defames personality, and hands you over with left- over: that is how sad it is that in the game of life you really can't join in the competition; only when it is over, or everyone has taken.
- Poverty poisons people's dreams and makes them believe that they are incapable of fulfilling purpose by inducing on them a sense of mediocrity
- Poverty makes an indictment against God's covenant upon our lives: every poor believer lives in a state of constant contradiction of God's covenant of blessing bestowed upon His children:
- Poverty makes men voiceless: it does not really matter what gender, name, personality or status you claim to be, if you are poor, you can't take a stand on it.
- Poverty is the consequences of a rebellious and disobedient life:

God sets the solitary in families: He brings out those which are bound with chains: but the rebellious dwell in a dry land.” (Ps. 68:6).

- Poverty keeps you in a state of perpetual vulnerability to your captors: keeping you in perpetual slavery to them:
- Poverty denies you the capability of exercising your will power in the survival agenda of your life:
- Poverty makes you submit to a lesser principality and personality to you without an option:

Here we see how poverty and lack has turned Joseph's vicious and voracious brethren to be referring to their father-Jacob (The Prince of Israel) as a servant unto Joseph.

- Poverty makes you give up your PEARLS for meals, you dispose your hard earned fortunes for food, and you even give up yourself just for the business of survival.
- When you are poor, you record no consequential impact to your adversaries; he counts you as an invalid person in his power calculus.

How to Break Loose From Poverty

a. Think abundance: Everything that is coming into your life is being attracted to you by virtue of the images you're holding in your mind (thinking and reasoning). Whatever is going on in your mind you are attracting to you. Your thoughts determine your frequency, and your feelings tell you immediately what frequency you are on. When you feel poor, you are on the frequency of drawing poverty experiences. When you feel abundance, you are powerfully attracting plenty of money to you. "The law of attraction is really obedient. When you think on the things that you want and you focus on them with all your intention then the law of attraction will give you exactly what you want; the law of attraction does not hear you don't want it. It automatically manifests the things that you are thinking of, and so it's going to show up over and over again. The

law of attraction is not biased to wants or don't want. When you focus on something, no matter what it happens to be, you really are calling that thing into existence by just your thoughts." (Rhonda Byrne-The Secret- The Power). "You can't be said to be solving a problem, and be thinking the way you thought when they were created." (Albert Einstein)

b. Place a premium value on your time, gifting, talents, trainings, energy/strength:

Discover your advantages by engaging all your forces to refine your ideas from its crude states into finished products. These are your acres of diamond, know and value what you have by giving your all to it; and never place it on the table of transaction without a comparative or proportional value for it:

c. Speak abundance: Make it your intention to look at everything you need and say to yourself, 'I can afford that. I can buy that'. Speak good things unreservedly about yourself; prophesy goodness to your own life, by claiming with your own mouth-all that God has promised you.

d. Live generously: be a giver, seek for opportunities to bless the lives of people around you with the little you have and see God multiply and replenish your life.

e. Be diligent in your business: Be in readiness to making meticulous, thoughtful, conscientious and careful efforts to render services, and to improve in your work-habitually on a daily basis.

f. Live joyfully and rejoice for the goodness of God upon your life and those around you: When you are joyful, you attract heavenly attention to yourself and what you celebrate, you increase in, and what you despise-you depreciate in:

g. Apply the principle of financial multiplication: Before you eat sow, before you spend invest.

h. Seek for financial freedom: You do not need a job security, you can be your own boss, take the risk, and think as an entrepreneur.

- i. **See and visualize abundance:** See the things that you want as already yours. Know that they will come to you at need. Then let them come. Don't fret and worry about them. Don't think about your lack of them. Think of them as yours, as belonging to you, as already in your possession.
- j. **Major on your strength:** Invest yourself where you are most needed and celebrated, and let your expertise lead you into this.
- k. **Act on a prophetic instruction, or a revelation from God.**
- i. **Ask God in prayers for a change and an upgrade.**

The foundations of the earth belong to God, and He is the sole determinant of the rising and falling of men, and thus, He banquettes to every man in the abundance of His wisdom, kindness and mercy. He can make something good out of your misery if you can just trust Him, yield to Him and call upon Him your location is not really the matter, because he is a miraculous God who specializes in making things out of nothing, and making little men to be mighty from the dung hills:

Understand that abundance is for all: Believe that there's enough for everyone:

Many people think that abundance is not for all, that it is for just a selected few, and so due to their prevailing circumstances, they exclude themselves from the experience of it by resigning to a false moderation and a mediocre life. You must tell yourself-that abundance is for all and that you too will experience it against all odds; don't bother yourself so much on why a great number of people are in squalor and abject poverty, but get interested on any move under God that can move you from where you are now to that sublime pinnacle of rest in your finances:

Bless the servants of God, orphans, widows, and strangers and the less privileged around you

Most times we see these categories of people around us-the servants of God, specifically the struggling young ones who has no one to give to them, no farm, no physical jobs;

the orphans and less privileged who are also looking up to heaven, and right there in your hands are all they need, and you only wait until when they come crawling to your door steps, or when they are dead, you now make contribution to funeral-no, start today to budget for them, and heaven will increase your earning capacity.

Get involved into creative activities: Endeavour to deliberately get a job for yourself or be self- employed-at all cost under God.

Get financial education: Faith comes by hearing...and hearing, and by reading books on business and finance. Attend business/financial seminars, listen to experts, and brainstorm with entrepreneurs.

Have a creative/inventive idea:

Engage your subconscious mind into creative thinking to manufacture an idea that can solve a problem, create a utility, and bring answers to the questions that surround you or the people around you.

Others are:

- Be a kingdom promoter
- Search the scriptures for answers
- Expect favour from God
- Look out for needs around you and begin to fill them or solve the problems around you
- Grow restless and rebel against poverty with the last drop of your blood:
- Make a decisive plunge onto the unknown with a forthright demonstration of faith on your first cause
- Believe in God's miraculous capability for your life
- Be humble and have the fear of God
- Associate yourself with great men and run errands for them. Also find out what their needs are, and make an attempt to meeting them

- Declare a state of emergency over your destiny
- Ask God for counsel
- Be committed in your tithing and offerings.

RAISING CAPITAL FOR YOUR BUSINESS

a. **Have a business plan**

Start your capital search with a good business plan that shows investors and lenders your idea's potential. Follow that up with a thorough knowledge of the resources available and a determination to make your business a reality, and you would be on your way to uncovering limitless possibilities.

b. **Start saving from your current employment**

Your current employment can serve as a resource vehicle that can drive you into your own business, by you having a financial plan of some feasible years that enables you to start saving money for the business plan you have already drawn. Now you have a workable vision and you start saving purposefully by a modest lifestyle. If you meticulously continue in this plan, you will discover that you will really not need any credit from any one to kick start your business when you want to. Do not quit your current job until you are sure that you have it under your control. This will save you from some reckless disappointments and embarrassments.

c. **Start the business from home, or from a non-renting premises:**

You can start your business for much less money if you don't have to foot the bill for office space and utilities for an out-of-the home office. While you may not want to advertise the fact that you work from home, it has made it possible for you to launch your business idea in the first place without having to incur bogus costs on double rents.

d. **Raise Capital Through the internet/international donors**

The internet still offers a mixed bag for the seeker of capital. Go through the search engines to find out and be in touch with donors locally and internationally. A lot of individuals and agencies are looking for credible and serious-minded people and agencies that they can push their excess or extra resources to as a way of enriching the nations. Among the sites, I like to recommend www.vfinance.com, which provides information on more than 200 venture-capital firms, as well as frequent news updates about the industry, and as well-www.partnersinternational.ca

e. **Get Advance commitments for work**

Line up one or two sources of business before you take the plunge. Former employers, if you left on good terms, are often a source of star-up work, or sometimes funding. Big companies that can send you their overflow work or small jobs that they don't want to do can also provide the initial stream of work and income.

f. **Borrow from family and friends**

Family and friends are a frequent source of funding for small business. Don't borrow from them unless you have a business plan and have done enough research to know there is a market for what you want to sell. Be sure your plans provide a way to also pay interest on the money borrowed from family and friends.

g. **Get a part time job**

There is no way a new business can consume your twenty-four hours of the day, there will be some free intervals that you could as well utilize into doing some errands for other people and you use the returns from there to supplement what you are getting in your own business. You will continue doing this until when you can vividly see that your own business outfit is fully enterprising to fully pay you and pay your bills without running it

down. If you are coupled, one of you can run the business while the other gets a full-time employment.

h. Joint Venture

Look for people with funds and present your idea in a convincing manner. If you lack the expertise to package your idea for partnership and funding, get the help of experts and mentors. Every viable plan will attract partners if properly presented.

Work with these ideas and your business idea will see the light of the day, **you will succeed!**

5 Tips for Entrepreneurs

Every entrepreneur faces challenges, and many of them will tell you it's how you handle those challenges that will determine success or failure as a business owner.

Here are five tips for success from business owners who

Know what growing and winning are all about.

- a. Put your networking skills to work. "Find people you can learn from", says Nelson, founder and inventor of the Good Nite Lite, who first created his product to solve his son's difficulties falling asleep. "What you may not need from them today, you may need tomorrow".
- b. Don't be swayed by naysayers. When Rhodes was pushed by bankers and experts to start manufacturing her hand-blown glass candleholders in China to save money, the experiment backfired: "We lost a fortune," says Rhodes, founder of Glassybaby, which donates a percentage of revenue to programs that help cancer patients. "I listened to people who didn't understand Glassybaby. It's all about the story and there was nowhere to fit 'Made in China in my story.'"
- c. Keep taking risks. "Our personal motto is: 'Fail cheap, fail quick,'" Nelson says. "Don't be afraid to try."

- d. Hire your weakness. “Remember as an entrepreneur, you’re probably a big picture person and the details aren’t as important, but they will be and it’ll come back to haunt you,” Rhodes warns. “If you’re not good at (something), make sure you have someone beside you that is, as you know”.
- e. Don’t be afraid to share your idea. “There’s always the opportunity where they may not be able to help you, but somebody else will,” Nelson says.

If you truly engage all these forces, your life will double for good, and you will be significant, and unstoppable.

WISDOM FOR ENTREPRENEURS:

- Life is not a problem to be solved but a mystery you must enter into; in order for us to become full human beings, we must integrate both the light side and the dark side of our existence into our selfhood.
- Riches do not respond to wishes: They only respond to definite plans backed by definite desires, through constant persistence.
- We are the masters of our fate, the captains of our souls, because we have the power to control our thoughts, the freedom and liberty to desire and to have what we want.
- The best that you can have out of life are the very things you can afford and offer yourself, which is happiness and love. And you can only have them when you have given them. No one should promise you tomorrow than God/yourself. Negotiate with people on the terms and realities of today.

- Don't regret on things you hadn't or couldn't do right; concentrate on the now?
- Stop building the monuments of your yesterday
- Stop celebrating what couldn't work out well yesterday
- Be very minimal to people who usually reminds you of your odds of yesterday.
- Begin now to start doing something for your future; why wait for fair weather that may never come
- Retrieve the potential you have allocated to your past and throw them all up-front to your future
- Stop preparing to do what you did last year this year
- How much of your real time are you giving to your past, and how much of it do you give to your future?
- Do you stay on what happened or you stay on the possibilities ahead of you?
If you are to meet yourself ten years today, who will you meet-your ideal person or your discouraged person?

CONCLUSION:

The African continent has rich resources and a vibrant cultural heritage, yet it has faced significant challenges in terms of poverty and economic development. To overcome these hurdles, it is crucial to embrace a holistic approach that acknowledges the African identity and leverages common sense solutions. This article aims to explore key insights and practical steps toward achieving financial dominion, empowering individuals, communities, and the continent as a whole.

1. Embracing Cultural Identity:

One of the fundamental steps toward overcoming poverty is embracing and celebrating the African cultural identity. Recognizing and valuing Africa's diverse traditions, languages, art, and music can foster a sense of pride and unity. By preserving and promoting cultural heritage, Africans can build a strong foundation for economic development and create opportunities for entrepreneurship, tourism, and cultural exchange.

2. Developing Human Capital:

Investing in education and skills development is essential for empowering individuals and communities. By prioritizing quality education, vocational training, and lifelong learning, Africans can equip themselves with the necessary knowledge and skills to thrive in the modern economy. This includes promoting science, technology, engineering, and mathematics (STEM) education, as well as fostering entrepreneurship and innovation.

3. Fostering Good Governance:

Transparent and accountable governance is crucial for economic growth and poverty reduction. African nations must prioritize good governance practices, including fighting corruption, strengthening the rule of law, and promoting transparency in public administration. By creating an enabling environment for investment and business development, governments can attract domestic and foreign capital, spurring economic growth.

4. Promoting Inclusive Economic Policies:

To address poverty effectively, African nations must adopt inclusive economic policies. This involves promoting equitable access to resources, healthcare, infrastructure, and financial services. Governments should prioritize investments in critical sectors such as agriculture, energy, and healthcare, while also empowering marginalized groups, including women, youth, and rural communities, through targeted programs and initiatives.

5. Encouraging Regional Cooperation:

Enhancing regional integration and cooperation can unlock significant economic potential. African nations can leverage their collective strength by fostering trade agreements, investment partnerships, and infrastructure development projects. By removing trade barriers, harmonizing regulations, and promoting intra-African trade, the continent can create a more robust and interconnected economic ecosystem.

6. Leveraging Technology:

The digital revolution presents immense opportunities for Africa's economic transformation. Embracing technological advancements, such as mobile banking, e-commerce, and renewable energy solutions, can leapfrog traditional barriers and provide access to financial services, markets, and information. Governments, businesses, and

individuals should embrace digital literacy and invest in technological infrastructure to harness the power of innovation.

Thus, the pathway to financial dominion for Africa lies in the collective efforts of individuals, communities, and governments. By embracing the African identity, investing in education, promoting good governance, adopting inclusive economic policies, fostering regional cooperation, and leveraging technology, the continent can overcome poverty and achieve sustainable development. It is through the application of common-sense solutions and a shared commitment to progress that Africa can unlock its true potential and secure a brighter future for all.

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HUMAN RESOURCE MANAGEMENT AND THE BOLOGNA PROCESS: A CONCEPTUAL OVERVIEW

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ABSTRACT

This article on Human Resource Management and the Bologna Process: A Conceptual Overview, is aimed at reviewing the entire process from the Sorbonne Declaration to the present-day realities within the European Higher Education Area and as it relates to human resource Management Education and practice. The study analyzed three Bologna nations judgmentally selected: Spain, France, and Uzbekistan. Based on the analysis, it was found that most of the targeted goals of the promoters of the Bologna process have not been achieved but have led to a wide range of reforms to improve their higher education systems. It was also observed that some Bologna nations have their national versions of the Bologna process. The syndrome of old and new systems co-existing was also observed. Also, the quality of Human Resource Management graduates has improved under the Bologna process. It was recommended that the implementation of the Bologna process should take cognizance of national peculiarities. The Bologna Follow-up Group (BFUG), should be replaced with an international secretariat headed by a director –General, for greater success of the Bologna Declaration.

Key Words: *Bologna process, Sorbonne Declaration, National Versions, Erasmus + mobility, Diploma Supplement, Internationalization.*

INTRODUCTION

In 1998, four nations, represented by their ministers, came together to create a common frame of reference within the European Higher Education Area. (EHEA) These nations included France, Germany, the United Kingdom, and Italy. It culminated in the signing of the Sorbonne Declaration in 1998. However, in 1999, about 29 countries reviewed the Sorbonne Declaration and instituted the Bologna Declaration. Today we have about 49 nations that have identified with the Bologna process. The Author thought it imperative to undertake a conceptual overview of this new thinking within the European Higher Education Area More so, as it relates to Human Resource Management (Education and practice)

THE SORBONNE DECLARATION:

The Sorbonne Declaration was the move that gave rise to the Bologna process. It was signed in 1998 in Paris, by the ministers of four countries, namely France, Germany, the United Kingdom, and Italy, committing them to harmonizing the architecture of the European Higher Education system. The declaration aimed to create a common frame of reference within the intended European Higher Education Area (EHEA) and for the teaching staff. Also, it was meant to ensure the promotion of qualifications, with regard to the job market.

THE BOLOGNA PROCESS

In Bologna, in 1999, as a follow-up to the Sorbonne Declaration of 1998 in Paris, the ministers of education of 29 countries agreed on a common vision of a European Higher Education Area (EHEA). They found that this vision was politically relevant for their own countries and translated it into the operational goals listed in the Bologna Declaration. The EHEA's purpose was to ensure that academic degree and quality assurance standards are comparable and compatible throughout Europe.

The Bologna Process was to take full effect from 2010. However, some nations were ahead of this date, and this included Italy (1999), Austria (2000), Estonia (2002), Croatia (2005), Serbia (2005), and Hungary (2006). Other nations have implemented the policy at various times, including Belgium, Denmark, Portugal, the United Kingdom, Germany, and Finland.

THE KEY ELEMENTS OF EHEA:

The Key Elements of the European Higher Education Area (EHEA) envisaged at that time, were:

- European Countries with different political cultural and academic traditions would engage in cooperation to reach a shared objective.
- European students and graduates would be able to move easily from one country to another with full recognition of qualifications and periods of study and access to the European Labour market.
- European Higher Education Institutions (HEIs) would be able to cooperate and exchange students/staff on the bases of trust and confidence, transparency, and quality.
- European governments would fit their national higher education reforms into a broader European context.
- Higher Education (HE) in the European region would increase its international competitiveness, as well as enter into dialogue and improve cooperation with HE in other regions of the world.

THE MAIN PILLARS OF THE EUROPEAN HIGHER EDUCATION AREA (EHEA):

Through voluntary convergence and an inter-governmental approach, the following main pillars of the European Higher Education Area were constructed:

- A common framework: A common credit system (ECTS) within three cycles (Bachelors, 3 years of 180-240 ECTS; Masters, 2 years of 90-120 ECTS; Doctorate, 3 years without ECTS range given), common principles for the development of student-centered learning, the European Standard and Guidelines for Quality Assurance, a Common Register of QA Agencies, a Common Body to methodologies and Sustainable achievements were produced by European HEIS.
- A number of common Tools: This includes the ECTS users' Guide, the Diploma Supplement, and the Lisbon Recognition Convention.

HOW DOES THE BOLOGNA PROCESS WORK?

The Bologna Process is currently being implemented in 49 states (EHEA), across Europe. Every 2 or 3 years, there are ministerial conferences organized in order to assess the progress made within the EHEA and to decide on the new steps to be taken.

The Bologna follow-up group (BFUG), is the executive structure supporting the Bologna process in between the ministerial conferences. It has been in place since the autumn of 1999. The work of the BFUG is overseen by a Board, in a hosting nation. Albania is the hosting nation for June 2024 ministerial conference.

Bologna Process: The Experience Dimension

The Bologna Process attracts opportunities and mobility for students and staff within Europe and other areas of the world. It affords internships across EHEA and ERASMUS + mobility programmes to facilitate greater mobility so that students are able to acquire the skills employers are looking for, such as cultural maturity.

The internationalization in the Bologna Process results in the development of integrated study programmes that snowballs into making friends and having lasting memories that will last a lifetime.

Another dimension is the staff mobility schemes and calls for participation. We have the Bologna Thematic Peer Group (TPG) on quality assurance for staff members involved in quality assurance.

The scheme is funded by the Implementation and Innovation in quality assurance through peer learning project (IMINQA), and ENQA is a Partner. So, in a large measure, Bologna Process fosters employability within the European Higher Education Space.

CHALLENGES IN THE IMPLEMENTATION OF THE BOLOGNA PROCESS: A STUDY OF SPAIN, FRANCE, AND UZBEKISTAN

The challenges associated with the implementation of the Bologna Process, are many and varied. From a general perspective, these challenges include unsuitable university infrastructure and the effect on existing academic calendars. Also, there is the challenge of the implementation of the Bologna Process with regard to the European credit transfer system (ECTS). The complexity requires conferences, workshops, and seminars to clarify. Some nations would require more preparation and effort to implement the Bologna Process.

Notwithstanding these general challenges, some nations have their unique challenges in the implementation of the Bologna Process. However, it is not practicable to conduct a study on all 49 countries inclined to the Bologna Process. So, three countries selected judgmentally were considered. These include Spain, France, and Uzbekistan

SPAIN:

The observation on Spain's implementation of the Bologna Process has been highlighted below:

- University leaders are warning that government funding cuts and inflexible policies are distorting Spain's attempt to implement the Bologna Treaty,

which seeks to set common academic standards and encourage greater student and staff mobility across Europe.

- There is what is popularly labeled "Spanish style implementation"
- There is the enforcement of degree durations and cultural differences.
- Spain does not have a culture that supports endowments or donations to fund research, like the United Kingdom. Fiscal laws are against it.
- Posts of Associate Lecturers are not being renewed.
- Universities are spending more time searching for alternative funding sources
- Many researchers lack the communication skills to work abroad, consequent upon Spain's traditionally theoretical method of teaching languages.
- In Spain, we have strong catholic family ties and a lack of state support. The effect is that it is unusual for young people to study elsewhere.
- In Spain, more young people continue their studies due to the high level of youth unemployment.

FRANCE:

The implementation of the Bologna Process in France is in highlights:

- The Reform has benefited the students. The number of dropouts has declined by 10 -20%, and the promotion rate has increased from 70 - 80%.
- An Article published in a newspaper in France (Le monde), stated that "the harmonization of Diplomas in Europe is applauded by French Universities."
- It is to be noted that the reform process has achieved none of the underlying objectives sought by its initial promoters. The majority of University departments have simply changed the names of their diplomas but not their content. Most professors have reintroduced existing courses in the new architecture, but there is no real attempt to improve current practices. The

system is more or less the same as before, and one can hardly anticipate a new dynamism in the system for achieving the ambitions set up by its promoters.

UZBEKISTAN

The observable implementation of the Bologna Process has been, highlighted below:

- In Uzbekistan a Diploma Supplement for graduates of higher education institutions is not correspond to the Diploma Supplement in the higher education system of Bologna countries. It is only in the state language (the Uzbek language). The students face difficulties if they want to continue their studies in foreign countries. To study abroad, students need to translate their Diploma Supplement and also confirm it. This takes time and a lot of expenses. To solve this problem, it is important to adapt the Diploma Supplement to foreign standards and introduce the English version of the Diploma Supplement.
- In Uzbekistan, Bachelor is 4 years, master's (two levels). The main specialty is 1 year and the scientific pedagogical specialty is 2 years. The doctorate-level reforms result in Ph.D. and D.Sc degrees. These reforms are not in sympathy with the three-cycle of 3-2-3, recommended in the Berlin conference of 2003.

PROS AND CONS OF THE BOLOGNA PROCESS

The Bologna process has a number of benefits. It provides better and more attractive opportunities and mobility for students and staff within Europe and other areas of the world. It also ensures educational compatibility in higher education. Those involved in the Bologna process work as partners, resulting in higher demand for education programmes.

In fact, after the signing of the Bologna Agreement, it was easier to attract international students to many European countries, and as a result, the number of students going to European Universities increased after the Agreement. Regarding the language of study in these countries, in addition to the official language of the country, there must also be English. The Bologna process caused the circulation of top student talents in these countries, instead of a brain drain.

Notwithstanding the benefits associated with the Bolognas Process, there are some drawbacks. The most noticeable drawback is the fact that old and new systems co-exist and some not so harmoniously. Also, new compressed versions of courses may not provide enough time for assimilation, reflection, and quality learning. To the Bologna Agreement, it has been observed that there is lower demand for health programmes. It must also be appreciated that implantation at the country level, can have a huge, impact on success.

HUMAN RESOURCE MANAGEMENT AND THE BOLOGNA PROCESS:

The Bologna Process has impacted Human Resource Management as a discipline. From the perspectives of human resource management education and human resource management practices; the bologna declaration has impacted the profession.

According to the Bologna Process, University education must be done at three levels or cycles (Bachelor, Master, and Doctorate). This applies to human resource management education. So, we have bachelor's, master's and doctorate degrees in human resource management within the European Higher Education Area (EHEA). The duration is Bachelor's (3 years), and Master's (2 Years). And Doctorate (3 years) from the angle of human resources management practice, the Bologna Process has helped in providing or

facilitating greater mobility so that students are able to acquire the skills employers are looking for, such as cultural maturity. In fact, the Bologna Process caused the circulation of top student talents across the European Higher Education Area (EHEA), resulting in a higher number of highly skilled and employable graduates and university staff. The Erasmus + programmes have enhanced the quality of university graduates with the hands-on experience needed in the job market, making industries and employers better off as we do not have the brain drain syndrome.

RESEARCH FINDINGS

The study observed a number of issues that should be stated as clearly as possible:

- While most of the targeted goals have not been achieved, many European countries have implemented a wide range of reforms to improve their higher education systems.
- The Bologna Declaration was signed in 1999 and was to take full effect in 2010. However, some Bologna nations were slow in the implementation of the Bologna Process, notably Uzbekistan. It was in 2018, that the president of Uzbekistan, ShevkatMirziyoev, denominated the higher education of the country as overdue in the meeting on higher education. But Italy adopted the policy in 2005.
- About 20 more nations, apart from those that signed the Bologna Declaration in 1999, have identified with the Bologna Process, bringing Bologna countries to about 49.
- Apart from the “national versions” of the Diploma Supplement, there is a “unique” implementation of the Bologna Process, which can best be described as a “national version of the Bologna Process.

- Rather than increase budgets for universities, some nations embarked on drastic budget cuts. Thus, working at cross-purposes with the Bologna Declaration.
- Unsuitable university infrastructure and academic calendar has been identified as one major challenge in the implementation of the Bologna Process.
- Another major challenge in implementing the Bologna Process is related to the European Credit Transfer System (ECTS). Several conferences, workshops, and seminars were organized to clarify the Process.
- To ensure effective monitoring and control, the Bologna Follow-up Group (BFUG), was instituted as the executive structure supporting the Process in-between ministerial conferences.
- It was observed that the main principles of the Bologna Process are the Diploma Supplement, the European Credit Transfers System (ECTS), the Three-Tier Cycle of Higher Education, Academic Mobility, and Quality Assurance.
- A major benefit of the Bologna Process is the mobility of students, graduates, and university staff across the European Higher Education Area (EHEA). In fact, Erasmus + Programmes are very popular in relation to mobility under the Bologna Process
- A noticeable drawback to the Bologna Process is the fact that old and new systems co-exist, and some not so harmoniously.
- The quality of University graduates specializing in human resource management has improved under the Bologna Declaration.

DISCUSSIONS:

It must be emphasized from the onset that the Sorbonne Declaration and subsequently the Bologna Declaration, was to ensure that academic degree standards and quality assurance standards are more comparable and compatible throughout Europe. The promoters gave about ten years before full implementation. Some countries were quick while some were slow in the implementation. Some of the Bologna nations have their own versions of the Bologna Process, and running counter to the key objectives set out by its promoters. Overall, however, Europe's higher education architecture has witnessed a wide range of reforms, making the EHEA a better place.

RECOMMENDATIONS:

This article recommends, against the research findings, the following:

- That Bologna nation should play down on their national versions of the Bologna Process and be more honest and pragmatic in the implementation of the Bologna Process.
- In the Light of national peculiarities, implementation of the Bologna Process should be in phases and recognize resistance from national governments and university leaders from the perspectives of funding and infrastructural developments, language, and communication barriers, among others.
- The “mobile secretariat” of the Bologna Process, i.e. the Bologna Follow-up Group (BFUG), should be replaced by an international secretariat with a director-general at the helm of affairs and located in a country “democratically” selected by Bologna Nations in a ministerial conference. This way, it will have durable programmes and achieve greater success.
- Bologna nations should be ranked according to the level of compliance with the Bologna Declaration and Bologna nations should be allowed to implement the policy in line with current national realities and in phases.

This strategy will encourage active and realistic participation in the Bologna Process. The old system will gradually give way to the new system, instead of co-existing.

CONCLUSION:

The most important goal of today's higher education institutions under the Bologna process is to learn professional standards and employers' requirements and to re-examine and regularly update curricula in the field of higher education based on market demand.

It is expected that the Bologna Declaration should lead universities to review their courses and respond to the economic and social needs of society.

In the final analysis, the implementation of the Bologna process should be providing students with a more personalized service that includes more professors and smaller class sizes.

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ASSESSMENT ON THE EFFECTIVENESS OF AN EXISTING HEALTH PROMOTION INTERVENTION: MALARIA IN FOCUS

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ABSTRACT

This paper focused on one of the most popular areas of public health that the Nigerian government has focused so much on in the past decades till date which is malaria control. Malaria control is one of the existing health promotion interventions that the Nigerian government has embarked on for decades. However, the effectiveness and success of this intervention is the purpose of this study. In order to draw conclusions on the success of the health promotion intervention, this study will approach the issue from a scholarly point of view with a defined population. The researcher concluded by an outlined challenges and it also recommended among other things that engaging the private sector through public private partnership program would enhance effective health promotion intervention.

INTRODUCTION

In any polity, the place of healthcare can never be replaced. As a matter of fact, one of the core duties of any government is to provide quality healthcare for its people. This is because a healthy people are a healthy nation. However, there are situations when government lose control of the healthcare sector; situations like diseases outbreak or a pandemic where by the healthcare system is threatened due to the population of people

that might require healthcare delivery at the same time. At this point, an intervention becomes important. This intervention usually comes in form of a health promotion.

At other times, government give earlier warnings of an impending epidemic as a means of preventing its rapid spread. This gives the populace awareness on how to go about protecting themselves. In Nigeria, there have been numerous health promotion interventions in recent past. However, it is important to understand the concept of health promotion intervention before drifting to an existing one and how effective it has been.

Defining health promotion intervention, Ibanga (2022) states that they are processes and approaches targeted at enhancing public healthcare by helping to prevent disease, and promote healthy behaviours among the populace, communities, or individuals. Generally, these interventions are schemed to enlighten people, create awareness, and provide a supportive structure that enhances positive health outcomes (ibid).

For the purpose of this study, one of the most popular areas of public health that the Nigerian government has focused so much on in the past decades till date will be considered which malaria control (Adesanya, 2021) is. Malaria control is one of the existing health promotion interventions that the Nigerian government has embarked on for decades. However, the effectiveness and success of this intervention has been a topic opened to social discourse till date.

In order to draw conclusions on the success of the health promotion intervention, this study will approach the issue from a scholarly point of view with a defined population.

Health Promotion Intervention on Malaria in Nigeria

In the past, malaria was one of the most dreaded plagues that ravaged Sub-saharan Africa. It is still one. In fact, it is estimated that in the 20th century alone, malaria claimed between 150 million and 300 million lives, accounting for 2 to 5 percent of all deaths (Carter and Mendis, 2002 cited in Henry, 2021). This makes it a matter of great health concern for the Nigerian government. A school of thought have called for the

elimination of malaria from the country (see Nsikan, 2019), however, this seems to be an Herculean task for a nation struggling to control malaria.

The most recent health promotion intervention against malaria in Nigeria is the Nigeria End Malaria Council recently inaugurated in August 2022 to replace the past intervention programs like the National Malaria Control Program (NMCP) of 1948, the National Malaria Elimination Program (NMEP) of 2014, the National Malaria Strategic Plan of 2017.

The primary roles of the Nigeria End Malaria Council are fundamentally the same as those performed by other past malaria intervention programs, which includes expanding the reach of insecticide-treated bed nets to the populace, encouraging the proper use and maintenance of the bed nets, encouraging indoor residual spraying or fumigation, and educating local communities about the value of early diagnosis and fast treatment of malaria (Abdulahi, 2018). To promote unity, a common voice, and the approval as well as the implementation of laws enacted at eradicating malaria in society, the NEMC programme added a new twist to the task by incorporating faith communities and religious leaders into its malaria elimination programmes. Since its establishment, the alliance has consistently increased the number of local governments, wards, and provinces in which it advocates against malaria.

With less than one year of its operations, the impact of the programme has been felt by all and sundry. One of the ways it is affecting lives is the ongoing nationwide distribution of insecticide-treated bed nets in alliance with USAID and partners like FHI, EH, Africare, CEDPA, PSI, JHU, and Futures (Elijah, 2023).

As much as the programme is going smoothly, there have been reported cases of shortage in manpower as most states government have refused to support the programme with logistics and funds hence the spread to many local communities has been impeded (Akanimoh, 2022). This can be linked to the fact that Nigeria has just

undergone a political transition whereby most politicians or past leaders were unwilling to support the programme but rather channel the funds into their political ambitions.

It is uncontroversial that sound theory goes with successful and goal-oriented health promotion intervention (Timothy, 2020). In other words, theories aid the practice and efforts in health promotion become much more demonstrative. Based on the aforementioned, it is imperative one should take a review of the key theories that have can be linked to Nigerian health promotion intervention.

First, diffusion of innovation Theory (DOI) is a theory that aligns perfectly with the subject matter. In order to apply and spread novel constructs, practices, or interventions among a population, the theory provides a useful framework (George, 2021). This theory was used to evaluate the NEMC program's adoption potential, particularly with regard to motivating people to take a malaria test, and to establish evaluating criteria. The DOI has been used for a long time in a variety of industries to both describe and forecast how particular innovations—such as concepts, ideas, or behavioural norms—will "diffuse" (or spread) over time across a population. Conventionally applied in retrospectively evaluating the successes and failures of a new construct or idea, many recent research works have adopted the DOI to forecast how a model is likely to "...intensify the speed of acceptance, increase the number of acceptability, improve the quality of idea implementation, sustain the adoption of commendable ideas, and, as best results, establish the new idea effectiveness at a personalized experience or collective experience" (Denis, 2020). The core tenet of the DOI theory is the hypothesis that any new innovation brings about uncertainty for the population it was created for, and that a reduction in that uncertainty is what ultimately causes the innovation to "diffuse" (Simon & Schuster, 2019).

The DOI hinges on five major features that enhances the comprehension of population's perception of the suitability of an innovation with the mindset that effectively attaining

peoples' expectations of these features will lead to the innovation's quick acceptability. The features include: relative advantage, compatibility, complexity, observability, and trial ability (Mitchel, 2020). Relative advantage has to do with the extent to which the innovation adopted is expected to “improve” on an existing idea, technology, or behaviour in relations to economic advantage, ease, overall contentment, or whatever conditions the populace may rather need (Alexander, 2018).

Relating the aforementioned to this study, relative advantage was adopted to evaluate the degree to which the study participants (i.e., locals in selected communities and health professionals) considered the NEMC program as to its advantage over other past programs on combating malaria. Relatively, compatibility entails the degree to which a potential user counts on an innovation to suit their own values, pre-experiences, habits, or perceived expectations (Sambo, 2022). Narrowing it down to this study, compatibility was targeted at assessing the extent to which the NEMC program aligns with the values and belief system of local in selected communities and health professionals. Complexity, on the other hand, reflects the extent to which a potential adopter has trust issues when it comes to understanding, adopting and using an innovation (Paul, 2021). For this work, complexity attempts to assess the degree to which participants consider NEMC program, if it is a daunting tasks to use the provided mosquito bed-nets, or administer drugs freely supplies on the patients.

Observability explains the extent to which a potential beneficiary of an intervention program has faith in the outcome of the innovation, if they are working or not (Olatokunbo, 2017). As much as this feature is not the focus in this study, observability would in this regard to be operationalized, i.e., an evaluation of the ease with which participants feel they can understand test results with minimal interpretation.

Lastly, trial ability covers the extent to which beneficiaries of health interventions think malaria intervention programs (bed-nets and drugs) can be trailed, studied, or implemented for a time being before its full acceptance (Olatokunbo, 2017). Just like observability, trial ability is not directly operationalized in this work but can be used to assess the degree to which beneficiaries and health professionals feel they could trial NEMC program provisions (mosquitoes bed-nets and drugs) and compare it to past malaria intervention programs before absorbing it into distribution plans. Obviously, survey fatigue and time availability have been the bane of the adoption of a survey instrument that covers all five of the DOI attributes in most health intervention programs hence in collaboration with local partners like religious organizations (like the NEMC program has done), a organized, limited DOI index which only covers the relative advantage, compatibility, and complexity attributes is currently applied in NEMC program (Yusuf, 2022).

Implications

One of the most glaring challenges of the existing NEMC program health promotion intervention for malaria in Nigeria is that the intervention has limited reach. Nigeria has a very large land mass that spans 923,770 km² (356,669 mi²) (Okon, 2015). This large geographic and demographic variations makes getting to the entire population a Herculean tasks, with the most affected being those in the hinterlands due to difficulty in accessibility (Abdulaahi, 2018). Poor and dilapidated infrastructure and limited access to healthcare delivery brings about unequal distribution of intervention program benefits, with discrimination in malaria prevention efforts being the outcome.

Another issue worth mentioning is socio-cultural factors, which also brings about the ineffectiveness of the NEMC intervention program. This challenge hinges on cultural beliefs, values, and social norms which usually make cultural-inclined people read meanings to health interventions. This sometimes negatively affects the acceptance of

preventive measures in many Nigerian communities (Hassan, 2019). For instance, there are Nigerian societies where children are not allowed to take immunization against certain health concerns. These areas usually have high rate of epidemics. Not tackling these socio-cultural issues using as culturally sensitive manner can bedevil behavioural change efforts and negatively affect the overall impact of the NEMC intervention program.

Limited health literacy and awareness campaign about malaria prevention in most societies is also a major challenge to the effectiveness of the intervention program. Most times, a large percentage of the beneficiaries limited knowledge of malaria, its transmission mode, and how to go about preventing it hence may not consider recommended interventions (Ibanga, 2022). Early and intentional health education campaigns aimed at various population groups and delivered according to their educational levels and the language they can relate with are necessary to address this challenge.

Like most intervention programs in the past, the sustainability of the NEMC intervention program is not feasible due to change of governments which happens every four years in Nigeria. Every administration would want to inaugurate its own intervention program either for the reason of being 'politically-correct' or fund embezzlement. Continuity is a big challenge in governance in Nigeria (Ayobami, 2020). Health promotion interventions like the NEMC intervention program needs long-term funding, stable infrastructure, and governmental support to thrive. Without the above requirements, the intervention's impact will die a natural death over time, making it less effective in combating malaria and a sheer waste of tax payer's money.

Furthermore, dilapidated and failing healthcare infrastructure, limited funds, and other threatening health related issues pose brings about another challenge on the NEMC intervention program effectiveness. It is imperative to mention that limited healthcare structures, brain drain of healthcare providers, and inaccessibility to diagnostic and

treatment negatively affects the intervention's results and thwarts the malaria prevention and treatment intervention.

Administrative part of the program is also tasking. Monitoring and evaluation are important for evaluating the effect of any intervention program's effectiveness, however, most of the time, limited funds, capacity, and professionalism in monitoring and assessing the reach of the program can negatively affect accurate measurement of the program's outcome and help spot the areas where future improvement should be carried out.

CONCLUSION

The existing health promotion intervention for malaria in Nigeria, the NEMC intervention program, is plagued by many implications and challenges. One common challenge is that the intervention program has limited reach at the moment, especially in the hinterlands, because of this limited access to healthcare delivery, the resultant effect are unequal access to malaria prevention efforts and disparities in distribution of intervention benefits.

Furthermore, socio-cultural issues such as cultural beliefs and social values are the bane of the application of preventive measures and it usually affects the behavioural change attempts. Poor health literacy and awareness creation on malaria prevention and treatment further reduces the intervention's positive outcomes, as most people, especially those in rural areas may have little or no knowledge of the malady and preventive measures that can be adopted to combat it. Ensuring the intervention stands the test of time is also a challenge, because it needs continual funding long- and governmental support. Withdrawal of funding and support is tantamount to an abrupt termination of the intervention program. Poor, old and dilapidated healthcare infrastructure, limited funding, and other challenging health concerns negatively affects the intervention's expected results. Finally, limited qualified personnel and expertise for

carrying out good administrative roles to get accurate evaluation of the intervention's program and learn of areas that calls for improvement is a challenge. Taking note of these implications and challenges is important for coming up with strategies to tackle these challenges and improve on the effectiveness of health promotion intervention for malaria in Nigeria.

RECOMMENDATION

- Government should engage private sectors through Public Private Partnership programs to further ensure effective health promotion.
- There should be a passionate commitment by the government, policy makers and citizens to advance in the existing malaria control measures and targeted interventions.
- There should be a reasonable research funding for Development of an anti malaria vaccine very important for malaria elimination and future eradication measures.
- Governments must commit to public orientation and enlightenment programs for awareness, preventive and control measures.
- Strong implementation of public health policies will also enhance effectiveness of health promotion.

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**THE EFFECT OF CAPITAL STRUCTURE ON AGRICULTURAL SECTOR
PERFORMANCE IN NIGERIA
(2007 – 2021)**

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ABSTRACT

The practice of Agriculture involves the cultivation of crops and tending of livestock for the purpose of production of food and fiber for humans, and raw materials for agro-allied industries for the overall growth and development of Nigeria. The main objective of this study is to investigate the effect of capital structure on the performance of the agricultural sector in Nigeria and this was carried out for the period between 2007 and 2021. Ex-post facto research design was adopted in the study and the panel data technique was used for the study analysis. Seven agricultural firms were selected for

this study and secondary data were sourced from their various published accounts. The study used Return on Equity (ROE) as the performance indicator and the capital structure indices were the ratios of Equity to total assets (EQTA), Short-term debt to total assets (STDTA) and Long-term debt to total assets (LTDTA). The result of the study indicated a mixed relationship among the variables and the researcher recognized that although there is mixed relationship among the variables, there is a positive and significant relationship between capital structure and the output of agricultural sector in Nigeria hence it is concluded that capital structure is a good predictor of agricultural sector performance in Nigeria. The recommendations is this study are; the management of quoted agricultural firms should ensure they attain an optimal capital structure in order to increase the agricultural output and investment and this can be achieved by maintaining precaution against the apparent benefits of greater leverage simply as a device for controlling managerial opportunistic behavior.

Keywords: *Capital Structure, Return on Equity, Agricultural Sector, Nigeria*

INTRODUCTION

Capital is the life wire of any business and every firm has several ways of sourcing its capital. Capital structure is one of the major decisions in business finance and any well-meaning management must be very careful in making capital structure decisions because it has a great way of imparting on the performance and overall value of firms.

The choice of a firm's capital structure is an important decision to make not only for its expected returns maximization, but also because this decision has a great impact on a firm's ability to successfully operate in a competitive environment.

According to Adebola (2017), capital structure is concerned with making the array of the sources of the funds in a proper manner, which is in relative magnitude and proportion having the capacity of enhancing the value of a firm. Therefore, it is important to note that the capital structure that a firm decides to adopt is determined by the vision and dream of such firm.

The capital structure of a firm is simply defined as the composition or structure of its liabilities and assets. Ibekwe, Ogini and Ibekwe (2022) observed that capital structure is the way an organization discharges its corporate obligations through some combination of equity, debt or hybrid securities. In line with the above, capital structure is essentially concerned with how the firm decides to divide its cash flows into two broad components, a fixed component that is earmarked to meet the obligations toward debt capital and a residual component that belongs to equity shareholders.

In the words of Muritala (2012), the capital structure of a firm is actually a specific mixture of debt and equity a firm employs in financing its operation.

Jahan (2012) advocates that the capital structure of a firm is what determines her ownership structure and these structures are very importance and have major impact in corporate governance because they contribute in defining the incentives of managers and thereby the economic efficiency of the corporations they manage. According to Rasheed and Aleiman (2015), ownership structure is defined by the distribution of equity with regard to votes and capital as well as the identity of the equity owners and

such can be formed through capitalization which can be obtained through retained earnings, loans from banks, venture capital or going public.

Agriculture is a major sector in Nigerian economy and it is a primary source of food for man and raw materials for agro-based industries. This sector is concerned with all human productive endeavours which is in collaboration with nature to cultivate plants and rear animals for the betterment of the society. According to Ibekwe, Ogini and Ibekwe (2022), agriculture has been the main source of food, gainful employment and sustainability in different nations of the world and Nigeria is not an exception. This is true to the extent that nations can feed its teeming population and provide her industries with local raw materials thereby creating jobs, enhancing productivity and forming a reliable source of government revenue. Proper capitalization in agriculture helps in furthering the level of productivity and performance in the sector hence agricultural firms should go all out in adopting optimal capital structure that will maintain a level of sustainability in the sector despite the low dependence on the agricultural sector.

Statement of the Problem

The impact of a proper capital structure on the performance of Nigeria agricultural sector cannot be overemphasized, the inherent problems notwithstanding.

The major problem that this study has come to address is that previous studies that have been carried out on capital structure and agricultural output in Nigeria has not shown clear compromise regarding the association between capital structure and agricultural

sector performance in Nigeria. The findings in the study of Ibekwe et al (2022) showed positive and significant relationship while Egwu (2019) concluded in his study that agricultural financing has a weak relationship with agricultural output and that there exist a long run relationship among the variables in Nigeria. Also, Nwabueze and Oleka (2020) had contrary findings in their study that capital structure which they proxied with size, asset, total liability, equity to asset ratio is not significant to changes in the performance of agricultural sector in Nigeria.

Again, the issue of low dependency on agricultural sector in Nigeria which has resulted to lack of interest and poor funding of the sector hence this research is been carried out to establish that agriculture still holds great potentials if adequately capitalized.

According to Ibekwe et al (2022), until the discovery of oil in Nigeria, agriculture was the most important sector of the economy accounting for more than two-thirds of colonial-Nigeria's export earnings but all of a sudden the contributions of agriculture to national development declined drastically during the civil war (1967-1970) and after the discovery of oil in Nigeria due to lack of proper capitalization and visionary planning for sustainable development. They further asserted that the glory of agriculture has eluded Nigeria for many years now and this is due to lack of interest, poor investment and low credit to agriculture.

Laying credence to the above, Rasheed and Aleiman (2015) also observed that agriculture was a major contributor of Nigeria's GDP and small-scale farmers play a

dominant role in this contribution but their productivity and growth are hindered by low capital and limited access to credit facilities. Egwu (2019) averred that individual Nigerians have diverted attention from agriculture to oil related businesses hence farm capitalization and credit which is identified as a major input that is expected to play a critical role in agricultural development has failed and this has resulted in the current down-time in the agricultural sector in Nigeria. The researcher believes that agriculture still holds a lot of potentials for future economic development of the nation, all the above has informed the opinion of the researcher to carry on this work.

Objectives of the Study

This study investigates the impact of capital structure on the performance of the agricultural sector in Nigeria. Specifically, the study intends to:

1. ascertain the impact of the ratio of equity to total assets on return on equity of agricultural firms in Nigeria
2. evaluate the relationship between the ratio of short term debt to total assets and return on equity of agricultural firms in Nigeria;
3. determine the effect of the ratio of long term debt to total assets on return on equity of agricultural firms in Nigeria

Research Questions

Based on the objectives, the following research questions are postulated to guide this study:

1. What is the impact of the ratio on equity to total assets on return of equity of agricultural firms in Nigeria?
2. What is the effect of the ratio of short term debt to total assets on the return on equity of agricultural firms in Nigeria?
3. To what extent does the ratio of long term debt to total assets impact on return on equity of agricultural firms in Nigeria?

Research Hypotheses

The following hypotheses are postulated to guide this study;

H₀₁: There is no significant relationship between the ratio on equity to total assets and return of equity of agricultural firms in Nigeria

H₀₂: The ratio of short term debt to total assets has no significant effect on return on equity of agricultural firms in Nigeria

H₀₃: The ratio of long term debt to total assets does not significantly affect return on equity of agricultural firms in Nigeria

Scope of the Study

This study examines the impact of capital structure on the performance of agricultural firms in Nigeria from 2015 to 2021. The capital structure indicators used in this study are; Ratio on Equity to total assets (EQTA), Ratio of Short-term debt to total assets (STDTA) and Ratio of Long-term debt to total assets (LTDTA) while agriculture sector performance was measured by Return on Equity (ROE) of firms in this sector. The

study is limited to firms in Nigeria agricultural sector and has purposefully selected the following firms which include; Flour Mills NigPlc, Ellah lake, Fin cocoa Processing plc, Livestock feeds plc, Okomu oil, Prescoplc and Okitipupa Oil Palm for the purpose of this study.

Significance of the Study

The findings of this study will no doubt be of immense relevance and benefit to investors, company top management and policy makers towards informing their funding and investment decisions.

This study is also expected to add to the body of knowledge and provide further empirical literature evidence to scholars for subsequent research work.

Review of Related Literature

Capital Structure

Capital structure is the way companies build up array of funds that they use in financing their business activities. It consists of the debt and equity of the firm. The debt is composed of long-term debt and short-term debt giving rise to total debt of a firm while the equity is made up of common stock and preferred stock that is used to finance the firm's projects.

In support to this, Baker and Martin (2011) posited that capital structure is the mixture of debt and equity that the firm employs to finance its productive activities.

Equity

According to Ibekwe et al (2022), Equity is a share in the ownership of a company and it represents a claim on the company's assets and earnings. They further posit that as you acquire more equity, your ownership stake in the company becomes greater.

When you buy shares of a company, you basically own a part of the equity of that company. To buy a share of the company means to own a fractional portion of the whole company thereby expecting to earn a dividend whenever the company profits.

There are two basic types of equity or shares that any company can issue. They are; common stock or shares and preference shares (Jahan, 2012).

- **Common Stock or Shares**

Common stock is the most popular kind of equity. Ibekwe et al (2022) states that; common shares represent ownership in a company, and a claim of dividends on a portion of the company's profits. They further observed that investors get one vote per share to elect the board members, who oversee the major decisions made by management. Over the long term, common stock, by means of capital growth, yields higher returns than almost every other investment. This higher return comes at a cost since common stocks entail the most risk. If a company goes bankrupt and liquidates, the common shareholders will not receive money until the creditors, bondholder's and preferred shareholders are paid.

- **Preference Equity**

Ihejirika et al (2020) posited that preference shares capital is another constituent part of a firm's capital that possesses both the features of debt and equity making it a hybrid form of financing.

Ogbulue and Emenini (2019) stated that preferred equity is a class of financing that also represents ownership interest in a company and gives the holders upside and downside

exposure. Preferred equity typically comes without voting rights and does not pose much financial risk to the firm but it has a stated percentage of income as dividend. Its claims on the company's assets and profits come behind those of debt holders and ahead those of common stock holders. Nwude, Itiri, Agbadua and Udeh (2016) asserted that preferred equity obligates management to pay its holders a predetermined dividend before paying dividends to common shareholders if the firm liquidates.

Debt

The company debt refers to all forms of borrowed fund that such company has invested into its business operations. Ebaid (2009) averred that debt finance that a firm employs depends on several factors including the company's capital policy and credit policy, cost of capital and the how immediate the fund may be needed.

According to Ibekwe et al (2022), wherever and whatever way a firm sources its finance, it cannot change the operating income levels but that financial leverage can, at a great extent, have an impact on the net income or the Earning per Share (EPS) hence affecting the performance and value of such firm. Ebaid (2009) analysed that changing the financing mix means changing the level of debts and change in levels of debt can impact the interest payable by that firm. He further stated that the decrease in interest would increase the net income and thereby the EPS and it is a general belief that the increase in EPS leads to increase in the value of the firm. Apparently, under this view, financial leverage is a useful tool to increase value but at the same time, nothing comes without a cost. Financial leverage increases the risk of bankruptcy. It is because the higher the level of debt, the higher would be the fixed obligation to honor the interest payments to the debts providers. Discussion of financial leverage has an obvious objective of finding an optimum capital structure leading to maximization of the value of the firm. The two major types of debt financing are discussed below.

- **Long-Term Debt**

Long-term debt covers all company debts that usually take more than one year to repay. Debts on real estate, equipment and leasehold improvements have long term nature because they last more than one year. By using long term financing to fund long-term asset investments, you can preserve your cash and liquid business assets to fund day-to-day expenses (Ibekwe et al, 2022).

Unlike short-term debt, long-term debt is typically paid off according to well defined repayment terms. Good examples of long-term debts are bonds, debentures etc.

- **Short Term Debt**

Short-term debt is sometimes referred to as revolving debt. This is because they are used in funding short-term financial obligations of a firm and they do not last more than one year. Variable and recurring expenses like utilities and rent are usually funded using short term debts.

Ibekwe et al (2022) defined short-term debts as those company debts that will be used, liquidated, mature or paid off within one year. He also observed that according to the matching principle of finance, short-term assets should be financed with short-term liabilities and long-term assets should be financed with long-term liabilities.

Return on Equity (ROE)

ROE reveals how much profit a company earned in comparison to the total amount of shareholder equity found on the balance sheet. By measuring how much earnings a company can generate from equity, ROE offers a gauge of profit-generating efficiency. The ultimate purpose for any profit-seeking organisation is to create wealth for its owners. According to Adeshina and Ebele (2012) shareholders value is created when the equity returns of a company exceed the cost of that equity. It is the present value of all future cash flows less the cost of debt.

ROE is calculated by taking the profit after tax and preference dividends of a given year and dividing it by the book value of equity (ordinary shares) at the beginning of the year.

It offers a useful signal of financial success since it might indicate whether the company is growing profits without pouring new equity capital into the business. They further observed that the reason behind the adoption of ROE as a measure of performance is that it gives more reliable results than earnings per share (EPS) and a steadily increasing ROE is a hint that management is giving shareholders more for their money. In support to this, Abore (2011) simply put it that ROE indicates how well management is employing the investors' capital invested in the company.

Agricultural Sector in Nigeria

Rasheed and Aleiman (2015) states that; agriculture is the systematic raising of useful plants and livestock under the management of man and for the benefit of man.

Agricultural practice involves the cultivation of crops and raising of livestock for the purpose of production of food and fiber for humans and raw materials for the industries. It embraces all aspects of farming, fishing livestock, rearing, poultry and forestry.

Ibekwe et al (2022) defined agriculture as the art and science of growing plants and other crops and the raising of animals for food, other human needs or economic gain while Muritala (2012) sees it as the production of food and livestock and the purposeful tendering of plants and animals. He stated further that agriculture is the mainstay of many economies and it is fundamental to the socio-economic development of a nation because it is a major element and factor in national development. Ibekwe et al (2022) also asserted that agriculture is an enterprising activity or practice that is based on systematized body of knowledge (science) and requires skill (art).

Agriculture has been an important sector of Nigerian economy as it primarily provides food for man and raw materials for agro-based industrial production which results in gainful employment and economic well-being of Nigerians.

Before the discovery of oil in the country in the late 1950s and early 1960s, agriculture was the dominant sector of Nigeria economy and accounted for more than two-third of the colonial-Nigeria's export earnings (Ibekwe et al 2022). It constituted over 65% of the country's Gross Domestic Product (GDP) and provided the bulk of the foreign exchange earnings through the export of cash crops. They further posited that agriculture declined drastically during the civil war (1967-70) and after the discovery of oil in Nigeria due to poor capitalization and lack of visionary planning for sustainable development. The oil boom also devastated agriculture and lowered it from 60% of GDP in the 1960's to 31% by the early 1980's. The above factors negatively affected Nigeria. Nigeria is a nation that had been esteemed as a major exporter of agricultural products which made her to be largely self-sufficient in food production but today the same Nigeria has quickly become a net importer of agricultural commodities.

Akinola and Adeyemo (2013) agreed that agriculture is a major contributor of Nigeria's GDP and small-scale farmers play a dominant role in this contribution but their productivity and growth are hindered by Nigerians' most interest in oil and limited access to credit facilities. Muritala (2012) stated that agricultural credit is expected to play a critical role in agricultural development and has as such identified it as a major input in the development of the agricultural sector in Nigeria.

The point here is that agriculture still holds a lot of potentials for future economic development of the nation, having played a dominant role as a major source of government revenue and foreign exchange earner in the remote past. But it will take national re-interest and reinvestment in the sector for it to come up and sustainably contribute to enhanced availability food and agro raw materials, employment and overall economic growth and development.

Theoretical Review

This research is anchored on the Market-Timing Theory and the Agency Theory.

- The market-timing theory is adopted in the study for the fact that it talks about the expert professional act of the managers to take advantage of and exploit temporary fluctuations in the cost of equity relative to the cost of other forms of capital which they exercise by issuing shares at high prices and repurchasing at low prices. If this is wisely and efficiently done with consideration of both equity issuance and repurchase costs, such firms may be tending to optimal capital that will enhance their overall performance. According to Nwude et al (2016), the market timing theory suggests that managers, depending on their definition of firm value, tend to issue equity when they feel that the market overvalues their company. He examined the effect of market timing on capital structure and found that low leverage firms are those that raise funds when their market valuations are high, while high leverage firms are those that raise funds when their market valuations are low. Ubesi (2016) posited that market timing is sometimes classified as part of the behavioural finance literature which motivates managers to possibly study and time the current market position with a view of catching into opportunities of making good returns from sale of equity at times when their companies are highly valued and priced in the market place.

Borrowing from the views of Ubesi (2016), when firms efficiently study the market tendencies and judiciously exploit the positive opportunities, they are bound to earn income from sale and repurchase of shares that may go to a good extent in sustaining their operations with little or no need for leveraging.

- Again, the Agency Theory which is adopted in this study argued that due to a continuous dilution of equity ownership of large corporations, ownership and control become more separated.

This theory was proposed to examine the influence of capital structure and also demonstrate the conflicts between the parties to a company under the perspective of corporate governance. These parties include the outside stockholders, creditors and managerial insiders.

In the theory, shareholders are the only owners of a company and the task of its directors is merely to ensure that shareholders' interests are maximized. More specifically, the duty of directors is to run the company in a way which maximizes the long term return to the shareholders, and thus maximizes the company's profit and cash flow. Ogbulie and Emenini (2019) asserted that the agency theory is based on the notion that ownership of a firm is different from its management and that managers will not always act in the best interest of the shareholders and they are tempted to pursue the profits of the firms they manage to their own personal gain at the expense of the shareholders.

This situation gives professional managers an opportunity to pursue their interest instead of that of shareholders. The problem is that the interest of the principal and the agent are never exactly the same, thus the agent, who is the decision-making part, tends always to pursue his own interests instead of those of the principal. It means that the agent will always tend to spend the free cash flow available to fulfill his need for self-aggrandizement and prestige instead of returning it to shareholders (Jahan, 2012). Hence, the main problem faced by shareholders is to ensure that managers will return excess cash flow to them (e.g. through dividend payouts), instead of having it invested in unprofitable projects.

Empirical Review

Few empirical literatures are examined in this study and they are as follows;

Akinola and Adeyemo (2013) examined the effect of property rights and other factors on the outputs of maize, yam and cassava in three zones of Osun State in Nigeria. This study employed a multi-stage sampling technique to select 105 farmers involving growers of maize, yam and cassava in the study area. Data were analyzed with the aid of descriptive statistics, budgetary techniques and a multiple linear regression model. The results of budgetary analysis showed that variable cost was highest in yam production. The average revenues per hectare for maize, yam and cassava were N104, 487.50, N583, 846.20 and N438, 208.50, respectively.

However, the average net incomes were N19, 908.40, N432, 079.00 and N96, 543.90 for maize, yam and cassava, respectively. Based on the rates of returns, N1 invested in each of maize, yam and cassava production yielded N1.2, N3.4 and N3.1, respectively implying that yam was the most profitable crop in the study area. The result of the multiple regression model revealed that farm size significantly affect the outputs of the three crops. Land rights type (having either use right and transfer right) and security of land defined by duration of land use affected maize output while duration and ownership type affected yam output, whereas, duration only affect cassava output. The researcher recommended that there is the needs to review the land use decree to enable Nigerians have free access to land.

Egwu, (2019) investigated the impact of agricultural financing on agricultural output, economic growth and poverty alleviation in Nigeria. The researcher collected secondary data on Commercial Bank Credit to Agricultural sector (CBCAS), Agricultural Credit Guarantee Scheme Fund Loan to Nigeria' Agricultural Sector (ACGSFAS) as the independent variables while Agricultural Sector Output percentage to Gross Domestic Product (ASOGDP) was the dependent variable. In data analysis, he adopted the ordinary least square regression technique and employed T-test, R-Square, Standard Error Test and Durbin Watson test. ADF/PP unit root and co-integration test in the data analysis and the research findings revealed that Commercial Bank Credit to Agricultural sector (CBCAS) and Agricultural Credit Guarantee Scheme Fund Loan to Nigeria's

Agricultural sector (ACGSFAS) were insignificant to Agricultural Sector Output percentage to Gross Domestic Product (ASOGDP) thereby alleviating poverty rate and inducing economic growth in Nigeria, The researcher concluded capital structure has a weak relationship with agricultural output and that there exist a long run relationship among the variables in Nigeria under the study period. In the light of the research findings, the researcher recommended that there is the need for the Central Bank of Nigeria to reduce the cash reserve ratio. However, funds that accrue from such policies must be added to the agricultural credit portfolios. This will consequently increase the farmers that could eventually serve as collateral for credit facilities from the banking system.

Finally, agricultural commercialization has been found in the study to be of high significance. To this extent, there is need for government to put in place policies to stimulate agricultural commercialization through cooperative system, agricultural subsidies and zero tariff for importation of agricultural inputs.

Hakeem and Babalola (2019) studied the relationship between capital structure and performance of firms listed on Nigerian Stock Exchange for the period of 2002 to 2017. The study tested the hypotheses, that there is meaningful link between capital structure and return on equity ROE, there is meaningful link between capital structure and return on asset ROA, there is meaningful link between capital structure and return on stock, ROS and that there is meaningful link between capital structure and earnings before tax

to sales ratio, EBT. The study applied the data of 117 corporations on Nigerian Stock Exchange for the period 2002 - 2017. The study variables were capital structure (independent) measured by debt ratio and firm performance (dependent) measured by ROE, ROA, EBT and ROS. The study used the ARDL analytical technique and the results obtained in the study indicated that capital structure influences financial performance as measured by the four dependent variables and thus, the significance of the influence belonged to measures of adjusted value, market value and book value. The study therefore proposed that market value should be taken more into consideration in evaluating capital structure.

Nwabueze, M. and Oleka, C.U. (2020) conducted a study titled; Is Capital Structure a Determinant in the Nigerian Agricultural Sector and used secondary data from six agricultural firms covering the period 2010 to 2015. The study used size, asset, total liability, equity to asset ratio for capital structure and return on asset (ROA) for agricultural performance in Nigeria. They adopted the panel data tool to analyse the association between the variables and found out that size, asset and equity to asset ratio has insignificant influence over ROA and total liability significantly affected ROA. Their study concluded that capital structure is not a good determinant of agricultural sector performance in Nigeria and also recommended that Nigerian should go all out in formulating policies that will help in boosting agricultural efficiency in Nigeria.

Ihejirika, Ndugbu, Mbagwu and Ojiegbe (2020) examined Capital Structure Decisions and Financial Viability of Firms on the Premium Board Segment of the Nigerian Stock Exchange from 2010 to 2018. The study was a longitudinal research design for panel data and a type of quasi-experimental research design was adopted. The debt-to-equity ratio (DER), long-term debt-to-total assets ratio (LTDTA), total debt-to-total assets ratio (TDTA) and short-term debt-to-total assets ratio (STDTA) to measure capital structure decisions return on assets (ROA) was used for performance of firms and firm size measured as the natural log of total assets was introduced as a control variable. Secondary data on these variables as it related to seven firms listed on the Premium Board Segment of the Nigerian Stock Exchange as at December 31st, 2018 were obtained from published annual reports of firms and complimented by data sourced from the Nigerian stock exchange and the security and exchange commission who maintain data banks for quoted firms in Nigeria and the Cash craft Asset Management Limited, a registered dealer and broker with the Nigerian stock exchange through their website especially data on stock price movements of firms. The panel data analysis was used to analyze the data and the fixed effects model as well as the random effects model were estimated. The Fixed Effects model was adopted for the interpretation of the result as suggested by the Hausman test. The result showed mixed relationships between capital structure decisions and financial viability of firms. The study specifically found that long-term liability to total assets ratio exhibit a positive and significant association

with return on assets while total liability (current plus non-current) to total assets ratio suggests a negative and significant effect on return on assets. The researchers therefore recommended that quoted Companies on the Premium Board should target achieving optimal combination of debt and equity to enhance returns on capital employed as well as sustain their long-term debt profile to continue to improve the level of return on assets. Finally, listed companies on Premium Board should re-examine their working capital policy to minimize the negative effect of short-term debt on return on total assets.

Ibekwe, Ogini and Ibekwe (2022) studied Ownership Structure and Agricultural Firms in Nigeria using agricultural out (AOT) as the dependent variable and ordinary shares (ODS), retained earnings (RTE), long term debt ratio (LTDR) and short term debt ratio (STDR) as the independent variables. The study was an Ex post facto research design due to the nature of the secondary data which were sourced from the annual reports of the six agricultural firms quoted in Nigerian stock exchange. The data was analyzed with econometric techniques involving the Augmented Dickey Fuller tests for Unit Roots and the Ordinary Least Square (OLS). The result of the study indicates that ordinary share, retained earnings, short term debt ratio and long term debt ratio has positive and significant effect on agricultural output. The study therefore concludes that ownership structure has positive effect on the output of agricultural firms in Nigeria. Amongst the recommendations in this study is that the management of quoted

agricultural firms should work very hard to optimize the capital structure of the quoted agricultural firms in order to increase the agricultural output and investment, quoted agricultural firms should increase their commitments into ownership structure in order to improve agricultural output and the management of quoted agricultural firms must caution against the apparent benefits of greater leverage simply as a device for controlling managerial opportunistic behaviour.

METHOD

Research Design

Due to the nature of the data, this study adopted the ex-poste factor research design to investigate the relationship between capital structure and the performance of agricultural firms in Nigeria.

Sources of Data

Secondary data from the audited annual financial reports of the seven agricultural firms listed on the Nigerian Stock Exchange for the period under review were used in this study (specifically their income statement and statement of financial position).

Model Specification

In this study, the functional form of the model is specified thus;

$$ROE = f(EQTA, STDTA, LTDTA) \dots\dots\dots (1)$$

The econometric format of equation (1) can be explicitly written as;

$$ROE_{it} = b_0 + b_1EQTA_{it} + b_2STDTA_{it} + b_3LTDTA_{it} + Ut_{it}$$

Where ROE_{it} = Return on Equity of agricultural firms in Nigeria
 EQT_{Ait} = Ratio of Equity to total assets of agricultural firms in Nigeria
 $STDT_{Ait}$ = Ratio of Short-term debt to total assets of agricultural firms in Nigeria
 $LTDT_{Ait}$ = Ratio of Long-term debt to total assets of agricultural firms in Nigeria
 U_{it} = Stochastic error term (unexplained variables in the model)
 b_0 = Constant
 $b_1 - b_3$ = the unknown parameters to be estimated

Method of Data Analysis

Given the fact that the study is a cross-sectional time series analysis, the researcher adopted the panel data analytical technique and the Hausman test specification was carried out in order to effectively choose the best performing effects between the random effects and the fixed effects. The E-view 10.0 econometric software was used for the analysis.

Data analysis and interpretation of results

All the variables are measured in ratios and the data are arrayed in cross-sections of seven years each for the agricultural firms sampled in this study.

Analysis and Results

Unit Root/Stationarity Test

Unit root test: Summary
 Period: 2007-2021
 Dependent variables: Individual effects
 Automatic selection of maximum lags
 Automatic lag length selection based on SIC: 0
 -West automatic bandwidth selection and Bartlett kernel
 Number of observations for each test

Test	Statistic	Prob.**	Cross-sections	Obs
Unit root (assumes common unit root process)				
Levin & Chu t*	-7.4131	0.0000	49	200
Unit root (assumes individual unit root process)				
Pesaran and Shin W-stat	0.0991	0.0000	49	200
Fisher Chi-square	00.420	0.0000	49	200
PP-Fisher Chi-square	19.413	0.0000	49	200

Probabilities for Fisher tests are computed using an asymptotic Chi square distribution. All other tests assume asymptotic normality.

The unit root result above specified the four test (Levin, Lin & Chu statistics, Im, Pesaran and Shin W-statistic, ADF-Fisher Chi-square and PP- Fisher Chi-square tests) and their associated test statistics and probabilities. The summary results indicate that the series were all stationary at level. This is enough evidence to reject the null hypothesis of a unit root.

Estimated Results

The Random and Fixed Effects methods were used to estimate the relationship between return on equity of firms and capital structure indices (EQTA, STDTA and LTDTA) of Agricultural sector in Nigeria and the Correlated Random Effects - Hausman Test was used to compare the two sets of estimates, one of which is consistent.

Based on the results below, there is a significant difference between the random effects specification and that of the fixed effects specification with a chi-square value of 11.318124 at 5 degrees of freedom and 0.0247 probability. Going by the summary test result, the fixed effects specification is superior to the random effects specification; so we reject the random effects model as inconsistent and adopt the fixed effects model instead.

ated Random Effects - Hausman Test

OOL01

oss-section random effects

Summary	Chi-Sq. Statistic	Chi-Sq. d.f.	Prob.
section random	11.318124	5	0.0247

section random effects test comparisons:

Variable	Fixed	Random	Var(Diff.)	Prob.
EQTA?	-0.144216	0.118924	0.032413	0.0722
STDTA?	0.101933	0.336192	0.021190	0.1153
LTDTA?	0.139913	0.500141	0.022599	0.0127

Following the Correlated Random Effects - Hausman Test results, the estimated relationship between return on equity of firms and capital structure of Nigerian agricultural sector using the fixed effects model is presented in the table below.

ts of Estimated Fixed Effects Model

endent Variable: ROE?

l: Pooled Least Squares

1/08/23 Time: 18:23

y: 2007 2021

d observations: 7

ections included: 7

ool (balanced) observations: 49

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	20.21581	25.01273	0.573334	0.3522
EQTA?	0.151219	0.311240	0.491323	0.1981
STDTA?	0.102243	0.413310	0.239416	0.0354
LTDTA?	0.139151	0.402209	0.310364	0.0332
red	0.884124	n dependent var		14.12494
nd R-squared	0.843520	n dependent var		8.403011

regression	2.481284	ke info criterion	4.120137
adjusted resid	221.1149	varz criterion	4.922604
likelihood	-102.2044	nan-Quinn criter.	5.102100
stdev.tic	33.14630	in-Watson stat	1.317337
stdev.(statistic)	0.000000		

From the table above, the regression equation can be presented as;

$$b_0ROE = 20.21581 + b_1EQTA0.151219 + b_2STDTA0.102243 + b_3LTDTA0.139151.$$

The constant parameter (b_0) has a positive value of 20.21581 which implies that if all the independent variables are held constant, the dependent variable (ROE) will increase by 20.21581 units per annual.

Conversely, keeping all conditions constant, a unit increase in EQTA, STDTA and LTDTA will cause ROE to increase by 0.151219, 0.102243 and 0.139151 respectively

- **T-test Result (Individual Test)**

The researcher adopted the t-test statistical tool to test for the individual significance of the estimated parameters.

From the result, all the capital structure variables in this study; EQTA, STDTA and LTDTA recorded positive coefficients of 0.151219, 0.102243 and 0.139151, with t-test statistic values of 0.491323, 0.239416 and 0.310364 and probability values of 0.1981, 0.0354 and 0.332 respectively. This indicated that STDTA and LTDTA have a positive and significant relationship with Return of Equity (ROE) but EQTA exhibited a positive and insignificant impact on ROE with the probability of 0.1981. Based on this result, the null hypotheses which states that STDTA and LTDTA have no significant relationship with ROE is rejected while the null hypothesis on EQTA is accepted having an insignificant influence over ROE.

- **F-test Result (Joint Test)**

The F-test result with f-statistic value of 33.14630 and probability value of 0.0000 indicates that the explanatory variables have a joint and significant impact on the dependent variable hence it can be concluded that the model has predictive value.

- **Coefficient of Determination (R^2)**

The Coefficient of Determination (R^2) indicates that the model has a good fit at 0.884124 or 88.41%. This means that equity to total assets; short-term debt to total assets and long-term debt to total assets explain 88.41% of the changes in the return on equity of firms sampled.

- **Coefficient of Determination R^2 - Adjusted**

Also, the Adjusted R-squared value of 0.843520 or 84.35% still indicates that the capital structure decisions variables explain about 84.35% of the variation in return on equity of firms sampled while the remaining 15.65% is due to other stochastic variables.

- **Serial or Auto-Correlation Test**

The Durbin-Watson statistic of 1.317337 is closer to 1 than 2 and therefore indicates that there may be serial or auto-correlation in the residuals of the estimated model.

Discussion of Findings

In this study, the following findings were made and discussed hereunder;

1. There is a mixed relationship among the capital structure indices and agricultural sector performance in Nigeria.

The result revealed that two capital structure indices (STDTA and LTDTA) have positive and significant relationship with Return of Equity (ROE) while EQTA maintained a positive but insignificant association with ROE.

This finding suggests that agricultural firms in Nigeria prefer to use leverage in some cases and it aligns with that of Al-Taani (2013) who also found positive coefficients of debt variables and concluded that debt is a good predictor of firms' performance.

The Agency Theory which is adopted in this study also gives credence to these findings. This theory was proposed to examine the influence of capital structure and also demonstrate the conflicts between the parties to a company under the perspective of corporate governance. These parties include the outside stockholders, creditors and managerial insiders. By this theory, stockholders are the owners of a company and the Directors merely ensure that shareholders' interests are maximized but the managers who are the firms' agents are more interested in their personal gratification for which reason they can easily seek to access funds in order to operate and make personally related gains without minding the cost of such funds. This is further supported by the assertion of Nguyen and Dang (2017) who stated that the agency theory is based on the notion that ownership of a firm is different from its management and that managers will not always act in the best interest of the shareholders and they are tempted to pursue the

profits of the firms they manage to their own personal gain even through unverified fund sources at the expense of the shareholders.

2. The Capital structure variables indicated a joint impact on ROE as revealed by the F-test result in this study and this further confirms that capital structure is a good predictor of agricultural sector performance in Nigeria. The study of Ibekwe et al (2022) is relevant here and also aligns with the findings in this study as their result similarly indicated that ordinary share, retained earnings, short term debt ratio and long term debt ratio have positive and significant effect on agricultural output and similarly concluded that ownership structure has positive effect on the output of agricultural firms in Nigeria.
3. The Durbin-Watson statistic indicated that there may be serial or auto-correlation in the residuals of the estimated model.

The summary of the findings is based on the adjusted R squared coefficient which explained that the explanatory variables accounted for about 84.35% variations in return on equity (ROE) of the agricultural firms sampled in this study.

Summary

The findings from the above analytical methods are summarized below;

1. The summary results of the pooled unit root test indicated that the series were all stationary at level.

2. The study showed mixed relationship among the individual capital structure indices and agricultural firms' performance in Nigeria as two out of the three independent variables showed positive association with ROE with only one recording a negative relationship.
3. The capital structure variables showed joint influence on ROE
4. The Durbin-Watson statistic indicates that there may be serial or auto-correlation in the residuals of the estimated model.

CONCLUSION

In line with the result of the study which indicated a mixed relationship among the variables, the researchers concluded that capital structure is a good determinant of agricultural sector performance in Nigeria.

RECOMMENDATIONS

Given the study findings, the following recommendations are made;

1. The Nigerian government should continually formulate policies that will encourage the citizens to invest more in agriculture so as to return Nigeria to the former days of having agriculture as the main source of the nation's export earnings.
2. The government should be ready to train and sponsor well-meaning individuals that will have interest in effective agricultural involvement.

3. The management of quoted agricultural firms should work very hard to optimize their capital structure in order to increase their agricultural output and maximize their investment.
4. The management of quoted agricultural firms in Nigeria must take precaution against the apparent benefits of greater leverage simply as a device for controlling managerial opportunistic behaviour.
5. Investors and stakeholders of quoted agricultural firms in Nigeria should also consider the leverage level of any firm before having any investment in any firm as the strength of a firm's financing mix is what determines her level of returns.
6. Government should increase the national budget for the agricultural sector and as well lessen the bank lending conditions for agricultural ventures so as to attract more investors to the sector.

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PRINCIPALS' PERCEPTION OF THE EFFECT OF LESSON PLANNING AND INSTRUCTIONAL SUPERVISION ON TEACHERS JOB PERFORMANCE IN PUBLIC SECONDARY SCHOOLS IN DELTA STATE

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ABSTRACT

The study examined principals' perception of the effect of lesson planning and instructional supervision on teachers' job performance in public secondary schools in Delta State. The study adopted descriptive survey research design. Two research questions were answered, and two hypotheses were tested in the study at 0.05 alpha level. The entire population of 485 principals of public secondary schools in Delta State responded to the questionnaire. The researchers developed questionnaire, 'Perception of the Effect of Lesson Planning and Instructional Supervision on Teachers Job Performance Scale (PELPSTJPS)', which was validated by three experts, was employed in collection of data. Cronbach alpha method was adopted, which gave rise to satisfactory reliability coefficients of 0.88 and 0.80, for clusters B1 and B2. The researcher and 3 research assistants collected the data. Mean was used for answering the research questions, while z-test statistic was used to test the null hypotheses. Findings revealed that lesson planning can help a teacher plan in line with instructional objectives, suitable instructional materials, strategies to motivate learners for instructional encounter, and improve his classroom management skills. Instructional supervision can help teachers detect and correct lesson plan error(s), curb his truancy and lateness to class tendencies; improve in classroom control and management, improve in the application of teaching methods, as well as make teacher active and innovative. The study concluded that lesson planning and instructional supervision have

influence on teachers' job performance. It was recommended that the Delta State Ministry of Basic and Secondary Education should steadily organize instructional supervision related works, conferences and seminars for principals in the state.

Keywords: *Lesson Planning, Instructional Supervision, Teachers Job Performance, Public Secondary School, Principal.*

INTRODUCTION

The school as part of the education industrial is critical to development. It is a serious and appreciable aspect of human endeavour, which every government unavoidably lays emphasis on, as the light to developmental strides. Schools are expertly thought out, planned for, established, operated and managed in a manner that demonstrates its indispensability in the quest for development of the society. The school provides the platform for training, mentoring, empowering, equipping, and preparing the workforce needed to work in different sectors of the economy. Secondary schools form part of other categories of schools tasked with nurturing and enriching people with planned knowledge, skills, aptitude, character, and other societal values that contribute to the general development of the society.

It is in recognition of the importance of secondary schools that National Policy on Education, cited in Akarakiri (2018) highlighted the goals of secondary education to include, but are not limited to:

1. Provide all primary school leavers with the opportunity for education of a higher level irrespective of gender, social status, religion or ethnic background.
2. Offer diversified curriculum to cater for differences in talent, opportunities for future roles.
3. Provide trained manpower in the applied science, technology and commerce at sub professional grades.

4. Develop and promote Nigerian languages at the culture in the context of the world's cultural heritage.
5. Inspire students with desire for self-improvement and achievement of excellence.
6. Raise a generation of people who can think for themselves, respect the views and feelings of others, respect the dignity of labor, appreciate those values specified under our broad national goals and live as good citizens.
7. Provide technical knowledge and vocational skills necessary for agricultural, industrial, commercial and economic development.

The forgoing formed the basis upon which governments at all level in Nigeria are advised to devote more resources to making schools under its jurisdiction functional.

Governments owned schools, including the secondary schools are mostly referred to as public schools in research parlance. Nwankwo and Godwin (2021), considered public secondary school as any post primary learning institution established, funded and overseen by the government. This is a pointer to the fact that government is absolutely responsible for funding the public secondary schools, as its owner. Similarly, Anachuna and Obi (2021), buttressed that public secondary schools are schools that are owned and controlled directly by the government, regulated by its agencies, and managed by its representatives, who are referred to as principals.

Principals are appointed as civil servants to managed public secondary schools on behalf of the government. They are considered as the supervisory and coordinating leaders, managers, administrators and Chief Executive Officers of secondary schools. Supporting this view, Ikediugwu and Obiora (2021), posited that principals are the Chief Executive Officers of a secondary schools, who are saddled with the responsibility of managing the available human and material resources of a secondary school in pursuit of educational objectives and goals. This hands them with the

herculean task of monitoring compliance as well as supervising instructions in the schools of their primary assignment.

To supervise instruction to inspect teachers' activities, monitor teacher's compliance to standard, detect any deviation from set standard, mentor and correct teachers through giving directives for amendments, and approving corrections made. Inasmuch as principals have a lot of administrative/office duties to perform, instructional supervision (the field duties) are fundamental and primary, as it is the major way to ensuring the teachers translate the curriculum into reality by implementing it in the teaching and learning encounters. Stressing the importance of instructional supervision by principals, the Federal Ministry of Education, cited in Akarakiri (2018), put forward the supervisory requirement as follows: Ensuring curriculum implementation; providing direct technical support to teachers; providing on-the-job training to teachers; conducting teacher performance evaluation; conducting formative education program evaluation, and monitoring and coordination. When principals take instructional supervision seriously, teachers might want to ensure they adhere to the provisions of the first step in teaching, which lesson planning.

Lesson planning is the act of envisioning a model teaching and learning scenario and drafting all possibilities on paper to serve as the road map for the actual teaching and learning experience. It is first step to organizing possible teaching experience formally. Lesson plans are to teachers what ammunitions are to the army. Lesson plan guides the teacher from start to finish in instructional delivery. It is an aid to curriculum implementation which the teacher is primarily tasked to do. For a teacher to carry out the duties of teaching, he has to plan how he will do the teaching, and without him planning, he might not effectively facilitate learning in students. This is in line with the common adage 'he who fails to plan, invariably plans to fail'. In essence, for a teacher to perform his primary duties effectively, he has to plan the instruction well.

Teacher's job performance is simply about a teacher carrying out his teaching duties and assessments very well, as guided by the lesson plan being drafted a priori. Explaining further, Nwankwoala (2020), asserted that in the real sense, teacher's job performance is determined by three main factors, namely: effort, ability, and direction. Nwankwoala stressed that effort entails how hard a teacher works; ability implies an effort that matches one's ability, and direction has to do with how well the teacher understands and does the job expected from him/her. Based on this, a teacher is considered to have done a job well, when the process of achievement is supported by the three factors that function together. Therefore, teacher's job performance entails the ability of teachers to accomplish set educational objectives within specified time limit using appropriate tools and teaching methods. Teacher's job performance might hugely depend on the extend planning done before executive the act of teaching, as well as the principals carrying out proper supervision of instructions.

Sadly, despite the fact that teachers understand how important lesson planning is towards improving his lesson delivery and general performance, and principals understanding the need for continuous supervision of teachers' instructional delivery, there seems to lapses on the part of some of the principals. This is evident in nonchalant attitude of some principals in discharging their supervisory responsibilities in Rivers State (Nwankwoala, 2020), and this might as well be the attitude portrayed by schools in Delta State. This is understandable, yet unacceptable, as most principals spend more time in their offices attending files and documents which mostly need urgent attention too, thereby putting instructional supervision to jeopardy. This paves the way for teachers who go about their personal businesses and appointment thereby relegating their primary permanent teaching responsibility to secondary. This surely has brought observable drop in teachers' job performance, because most teachers in the State no longer demonstrate any iota commitment, diligence, discipline, forthrightness and timely delivery of lessons. It is based on the afore-identified issues that this study was

given birth to, to enable the researcher investigate the perceived effect of lesson planning and instructional supervision on teachers job performance in public secondary schools in Delta State.

Purpose of the Study

Generally, the purpose of the study was to investigate the principals' perceived effect of lesson planning and instructional supervision on teachers' job performance in public secondary schools. Specifically, the study sought to find out the principals' perceived effect of:

1. Lesson planning on teachers' job performance in public secondary schools in Delta State.
2. Instructional supervision on teachers' job performance in public secondary schools in Delta State.

Research Questions

The following research question guided the study:

1. What effect does lesson planning have on teachers' job performance in public secondary schools in Delta State?
2. What effects does instructional supervision on teachers' job performance in public secondary schools in Delta State?

Hypotheses

The following null hypotheses which further guided the study were tested at 0.05 levels of significance:

1. Mean rating of responses of principals of urban and rural schools on the perceived effect of lesson planning on teachers job performance in public secondary schools in Delta State do not differ.
2. Mean rating of responses of principals of urban and rural schools on the perceived effect of instructional supervision on teachers job performance in public secondary schools in Delta State do not differ.

Method

Research Design

The study adopted descriptive survey research design in carrying out the investigation. Descriptive survey refers to the design that is aimed at collecting data and describing it in a systematic manner in line with the characteristics, features or facts about a given population (Nworgu, 2015). The design was deemed appropriate for the study, because the researcher collected data from principals who was used to describe the effect of lesson planning and instructional supervision on teachers' job performance in public secondary schools in Delta State.

Population of the Study

The population of the study comprised 485 principals of public secondary schools in Delta State, out of which 96 were of the male gender and 389 were of the female gender. The report revealed that 302 schools are basically in rural settings, while 183 schools are considered to be in urban areas. Composition of the population also showed that 190 principals are from Delta Central; 174 are from the Delta North, and 121 are from Delta South. Source: Delta State Ministry of Basic and Secondary Schools (2023). Principals were chosen as respondents to the study because they are the chief supervisors on instructions secondary schools of their primary assignment, and are in pole position of supplying neutral assessment of what lesson planning and instructional supervision might do for teachers' job performance. Meanwhile, the entire population of principals in the State was adopted for the study, because the researcher considered the population moderate and manageable. Hence, sampling was not carried out.

Instrument for Data Collection

The researcher developed a questionnaire titled: Perception of the Effect of Lesson Planning and Instructional Supervision on Teachers Job Performance Scale (PELPSTJPS), which was employed in collection of data from principals of public secondary schools. The researcher developed the instrument through the knowledge

from literature reviewed, as well as consultations and insights from experts in faculty of education. The PELPISTJPS was structured in two sections, namely: A and B.

Section A had two items, school name and gender of the principal, as the basic demographic data needed of the schools. Section B on the other hand of PELPISTJPS had two clusters, namely: B1-B2. The clusters were based on the two areas independent variables of the study, lesson planning and instructional supervision. Cluster B1, which dealt with effect of lesson planning on teachers' job performance had 5 items. Cluster B2, which dealt with effect of instructional supervision on teachers' job performance had 5 items. This means the section B of the instrument contains a total of 10 items all of which are structured on a four point rating scale of Strongly Agree (SA), Agree (A), Disagree (D); Strongly Disagree (SD) weighted 4, 3, 2 and 1 respectively.

Validation of the Instrument

The instrument was subjected to face validation by three experts, two in the Department of Educational Management and Policy, and one in Measurement and Evaluation in the Department of Educational Foundations, all in the Faculty of Education, Nnamdi Azikiwe University, Awka. The researcher presented the title, purpose of the study, research questions and hypotheses with a copy of the questionnaire to the three experts and requested them to examine and scrutinize the items in terms of relevance, suitability, clarity of instruction and content coverage. The experts suggested among others that editorial issues in the instrument be corrected and some items restructured. The suggestions of the experts were immediately effected before the final draft of the instrument for field work or survey.

Reliability of the Instrument

Cronbach alpha method which involved single administration of 20 copies of the instrument to public secondary school principals in Edo State was carried out for pilot testing of the instrument. The choice of public secondary school principals from Edo State was because secondary schools in the two States share similar characteristics in

terms of lesson planning strategies and instructional supervision practices adopted for improving teachers' job performance. The data obtained were subjected to test for internal consistency using Cronbach alpha. It was considered appropriate in order to determine the level of homogeneity of the items in the clusters. The co-efficient for clusters B1 and B2 of the section B were 0.88 and 0.80, respectively and overall coefficient was 0.84. Thus, the researcher considered the instrument to be reliable for the study. This was supported by Jain and Angural (2017), who had advanced that co-efficient values ranging from 0.70 to 1.0 should be considered adequate for any research work.

Method of Data Collection

In collecting relevant data for the study, the researcher employed the service of 3 research assistants with himself. The research assistants were briefed by the researcher on the mode of distributing and retrieving the instrument. The copies of the questionnaire were distributed to principals at the schools and retrieve on-the-spot, except in some circumstance whereby the principal preferred an appointment in his/her preferred location. The data collection phase elapsed within two weeks which was set out for it. The direct and on the spot retrieval of the instrument ensured that 100% return rate was recorded.

Method of Data Analysis

Mean was used for answering the research questions, while z-test statistic was used to test the null hypotheses. An item with 2.50 and above mean rating was considered to be in agreement with the researcher's proposition, and vice versa. In testing the null hypotheses, if z-calculated is equal to or greater than z-critical at 0.05 level of significance at the degree of freedom, the null hypothesis was rejected and the difference taken to be statistically significant, but if otherwise, the null hypotheses was not rejected and the difference taken to be statistically not significant.

Results

Research Question 1: What effect does lesson planning have on teachers’ job performance in public secondary schools in Delta State?

Table 1: Mean ratings of responses of principals on the effect of lesson planning on teachers’ job performance in public secondary schools in Delta State.

Items	Urban	Remark	Rural	Remark
	N = 183		N = 302	
	Mean		Mean	
It ensures teachers plan in line with instructional objectives	2.88	Agree	2.79	Agree
Lesson planning guide teachers on suitable instructional materials to adopt for a topic	2.68	Agree	2.71	Agree
Lesson planning guides the teacher on what and when to administer students activities	2.65	Agree	2.70	Agree
It guides the teacher on strategy to motivate learners for instructional encounter	2.97	Agree	2.87	Agree
It equips the teacher with classroom management skills	2.92	Agree	2.89	Agree

through anticipation
students' attitude to
the planned lesson

Cluster Mean 2.82 Agree 2.79 Agree

Result on Table 1 showed that all the 5-items have mean ratings above 2.50, for both urban and rural principals. This implies all the items are accepted. This indicates that lesson planning helps to that teachers plan in line with instructional objectives; guides teachers on suitable instructional materials to adopt for a topic; guides the teacher on what and when to administer students activities; guides the teacher on strategy to motivate learners for instructional encounter, and equips the teacher with classroom management skills through anticipation students' attitude to the planned lesson.

Research Question 2: What effects does instructional supervision on teachers' job performance in public secondary schools in Delta State?

Table 2: Mean ratings of responses of principals on the effect of instructional supervision on teachers' job performance in public secondary schools in Delta State.

Items	Urban	Remark	Rural	Remark
	N = 183		N = 308	
	Mean		Mean	
It helps teachers improve in lesson planning as supervisor might detect and correct lesson plan error(s)	2.59	Agree	2.64	Agree
It helps to curb teacher's	3.70	Agree	3.56	Agree

truancy and lateness to class	2.66	Agree	2.80	Agree
It help teacher to improve in class control and management	2.52	Agree	2.60	Agree
It help teachers improve in application of teaching methods	2.69	Agree	2.53	Agree
It makes teacher active and innovative				
Cluster Mean	2.83	Agree	2.83	Agree

Table 2 revealed that all the 5-items put forward by the researcher are accepted, because each of the mean rating of principals was above 2.50, irrespective of the location. This shows that instructional supervision influences teachers' job performance as follows: helps teachers improve in lesson planning as supervisor might detect and correct lesson plan error(s); helps to curb teacher's truancy and lateness to class; helps teacher to improve in class control and management; helps teachers improve in application of teaching methods, and makes teacher active and innovative.

Hypothesis 1: Mean rating of responses of principals of urban and rural schools on the perceived effect of lesson planning on teachers' job performance in public secondary schools in Delta State do not differ.

Table 3: z-test for mean ratings of responses of principals of urban and rural schools on the effect of lesson planning on teachers' job performance.

Variable	Mean	z-cal	z-crit	LOS	Decision
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Urban	2.82		1.32	1.96	05	significant
Rural	2.79	1.09				

Table 3 result revealed that the z-calculated is 1.32, which is less than z-critical (1.96) at 0.05 level of significance and 483 degree of freedom. This favors' the null hypothesis, hence, it is not rejected. This implies that the mean rating of responses of principals of urban and rural schools on the perceived effect of lesson planning on teachers' job performance in public secondary schools in Delta State do not differ.

Hypothesis 2: Mean rating of responses of principals of urban and rural schools on the perceived effect of instructional supervision on teachers' job performance in public secondary schools in Delta State do not differ.

Table 4: z-test for mean ratings of responses of principals of urban and rural schools on the effect of instructional supervision on teachers' job performance.

Variable	Mean		z-cal	z-crit	OS	Decision
Urban	2.83	1.09	0.98	1.96	05	significant
Rural	2.83	1.07				

Giving that the result on Table 4 showed that the calculated z-value is 0.98, whereas the value for z-critical is 1.96 at 0.05 level of significance and degree of freedom of 483, the result favors' the null hypothesis. Hence, the null hypothesis is not rejected. This implies that the mean rating of responses of principals of urban and rural schools on the perceived effect of instructional supervision on teachers' job performance in public secondary schools in Delta State do not differ.

Discussion of Findings

The study reported that that lesson planning helps teachers plan in line with instructional objectives; guides teachers on suitable instructional materials to adopt for a topic; guides the teacher on what and when to administer students activities; guides the

teacher on strategy to motivate learners for instructional encounter, and equips the teacher with classroom management skills through anticipation students' attitude to the planned lesson. This is in consonance with earlier report that lesson plan is the road map that guides a teacher on the objectives to achieve; instructional materials to be used, and general instructional delivery (Center for Research on Learning and Teaching, 2023). On the other hand, the current study also revealed that the mean rating of responses of principals of urban and rural schools on the perceived effect of lesson planning on teachers' job performance in public secondary schools in Delta State do not differ. This not surprising; in the sense that once a lesson is planned and strictly adhered to during lesson delivery, there is tendency of achieving a similar result, if all things be equal.

The study also reported that instructional supervision influences teachers' job performance as follows: helps teachers improve in lesson planning as supervisor might detect and correct lesson plan error(s); helps to curb teacher's truancy and lateness to class; helps teacher to improve in class control and management; helps teachers improve in application of teaching methods, and makes teacher active and innovative. The study also reported that the mean rating of responses of principals of urban and rural schools on the perceived effect of instructional supervision on teachers' job performance in public secondary schools in Delta State do not differ. In a similar report, Nwankwoala (2020), asserted that classroom visitation by supervisors, clinical supervision technique and holding conferences with teachers by supervisors before the actual classroom observation are significantly related to teachers' job performance. By implication, Nwanwkoala was of the view that supervision is necessary for teachers' job performance, irrespective of the location, and impacts on the teachers' job performance favourably.

CONCLUSION

The study found that lesson planning and instructional supervision have effect on teachers' job performance. Lesson planning can help a teacher plan in line with instructional objectives, suitable instructional materials, strategies to motivate learners for instructional encounter, and improve his classroom management skills. Instructional supervision can help teachers detect and correct lesson plan error(s), curb his truancy and lateness to class tendencies; improve in classroom control and management, improve in the application of teaching methods, as well as make teacher active and innovative. The opinion and perception of principals in urban and rural schools was not significantly different. The study concluded that lesson planning and instructional supervision have influence on teachers' job performance.

RECOMMENDATION

Based on findings of the study, the following recommendations are made:

1. Principals should continue emphasizing the need for teachers' instructional planning, by regularly providing guidance to teachers on how to improve on their lesson plan preparations. This will ensure teachers keep abreast with current practices in lesson planning and delivery.
2. The Delta State Ministry of Basic and Secondary Education should steadily organize instructional supervision related works, conferences and seminars for principals in the state. This will avail the principals opportunities to learn and get improved on whatever supervisory skills and practices they are used to.

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CONTRIBUTIONS OF URBAN AGRICULTURE TO FOOD SECURITY IN ENUG STATE, NIGERIA

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ABSTRACT

This study explored the contributions of urban agriculture to food security in Enugu urban of Enugu state, Nigeria. The specific objectives of the study were: to describe the socio-economic characteristics of the farmers, identify the types of agricultural activities going on in the area, describe the household income, expenditure and food share of expenditure of the farmers. The study also described the dietary diversity of the farmers and identified the constraints to urban farming. A sample of 60 urban farmers was randomly selected from 9 different communities in the study area. Data were analyzed using descriptive statistics like percentages, mean, Likert type rating scale and dietary diversity score. The results showed that the respondents earned the mean income of ₦5,280,000 per annum, and greater proportions (53.3%) of the respondents were educated up to tertiary level. The respondents were involved in the production of cereals, vegetables, ornamental plants, roots and tubers, and livestock farming. The respondents' spent about 24% of their income on food purchase. They also got more than 50% share of their food from their farms. Greater proportion of the respondents (48.3%) had high dietary diversity score of more than 10 food groups within 24 hours, which showed that they were food and nutrition secure. The major constraints to urban farming were lack of capital, lack of access to land, high production cost and transportation. Based on the findings the following recommendations were made that urban authorities and governments should protect and improve presently usable lands

so that the urban dwellers can use it for farming. Also the urban dwellers should be encouraged to have small portions of farm land to cultivate seeing that urban farming greatly improved the food and nutrition security status of the people through the food it supplied.

INTRODUCTION

The past half century has seen a massive movement of population from rural to urban in most developing countries (International Development Research Center, 1993). Urbanization is increasing worldwide, but particularly in developing countries which had an annual urban growth of 3.6 percent between 1950 and 2005, against only 1.4 percent in industrialized countries (Mougeot, 2005). Until later half of the 20th century, the developing world was predominantly rural. At the mid part of the 1900s, fewer than 20 percent of people in developing countries lived in cities and towns, but by the turn of the millennia that percentage had more than doubled (Mougeot, 2005). The US National Research Council estimates that by 2030, more people will be living in urban areas (4.1 billion) than in rural areas (3.1 billion) in middle and low income countries (Mougeot, 2005). Between 2016 and 2030, nearly all population growth will be in the cities of developing countries where some cities will be growing two or three times faster than the countries overall population. This development will amount to adding one million residents every week to a city (United Nations –Habitat, 2004).

The ever growing cities, their consequent population increase and infrastructural developments together with inherent activities in the urban area have led to the conversion of marginal lands into what has been described as urban -rural fringe or urban-rural continuum. This has reduced the land for cultivation through excessive fragmentation of land and the conversion of agricultural land into non-farm activities. This problem of the rural- urban fringe places a serious limitation on agricultural productivity. The periphery or urban buffers usually green areas of grasses and tree

providing a more natural environment than much of the intensively farmed land surrounding them, whereas in some areas, they are used for cultivation of fruits and vegetables (Hammond, 2002; Ryan, 2003; Brush, 2000; Sullivan et.al, 2004). Thus, the peripheries that serves as buffer area for cultivation of crops and also recreation and moderating urban climate.

One predictable outcome of this massive population shift is urban poverty. Many of the migrants reach the cities with no resources, bringing with them only what they can carry (Mougeot, 2000). Employment is generally hard to find and most of the urban poor live in slums and squatter settlements, without adequate clean water sanitations or healthcare (Mougeout2000). The global level of urban poverty currently estimated at 30 percent was predicted to grow by 50 percent at 2020, with nearly this entire growth taking place in the world's less developed countries (UN-HABITAT, 2004). With the ever increasing urban population and urban poverty, then, there is the question of food for the urban poor. Food has become what can only be termed “basic luxury” (Mougeot, 2000). Food security, regardless of location, depends on food availability and households' ability to access food which also depends largely on income as well as food prices. Households can also acquire food through production or transfers.

According to Cohen (2010), food looms large in the budgets of low-income urban households. A study of 20 low- and middle-income countries found that the food share of extremely poor urban households' expenditure ranged from 48 per cent in Guatemala to 74 per cent in Tajikistan; in 18 of the countries, the proportion exceeded half (Ahmed et al., 2007). In contrast, poor US city residents' expenditure on food is around 12 per cent. Food Purchases dominate in Ghana urban dependence on purchases is 92 per cent and in Egypt it is 95 per cent. Residents of Lima, Peru purchase 91 per cent and other

urban Peruvians 88 per cent. Globally, more than 97 per cent of poor urban households are net food purchasers. In Guatemala, this rises to 98 per cent; in Malawi to 99percentand 100percent in Vietnam (Garret, 2002).

A regular supply of homegrown foods can make considerable difference to the lives of the urban poor (IDRC, 2006). It not only contributes to improved nutritional health but also may free up some of a family's cash income for non-food expenses such as education and also improve food security in the nation

The very close connection in space that Urban Agriculture entertains with the ecology and economy of cities makes this very distinct from but complementary to rural agriculture. (Mougout,2000). Urban agriculture is typically opportunistic. Its practitioners have evolved and adapted diverse knowledge and know- how to select and locate, farm, process and market all manner of plants, trees and livestock. What these farmers have achieved in the very heart of major cities and dare to pursue despite minimal support, and often in the face of official opposition is a tribute to human infirmity (Mougeot, 2000). A survey report by the United Nations Development Program (UNDP) identified over 40 urban farming systems, ranging from horticulture to aquaculture, kitchen gardens to market gardens and including livestock as varied as cattle, chicken, snails and silkworms (Mougeout, 2000).

Food supply crisis in the developing world can come about as a result of a number of factors: political instability, climate change, market globalization and also distance from the food source, whatever the cause, a crisis in food supply tends to affect poor urban dwellers more than those in rural areas and women and children are particularly vulnerable when food is in short supply. Nigeria faces huge food security challenges as about 70 percent of the populations live on less than 100 naira (US\$ 0.70) per day, suffering hunger and poverty (Akinsami, 2005).

Cohen (2010) and Ruel (2003) in their work on environment and urban agriculture pointed out that urban farmers produce much of Accra's fresh vegetables but

wealthier people are the main customers (Ruel, 2003). Urban and peri-urban agriculture has other benefits, including low costs, with sales near the point of production as producers are responsive to market demand. Urban farming systems recycle liquid and solid wastes, but without appropriate practices or infrastructure this advantage may lead to soil and water pollution and compromised food safety (Redwood, 2009). Urban agriculture tends to be part of the unregulated, unmonitored informal economy, and there is little hard evidence on its economic value.

Ravallion (2007) estimated that about one-quarter of the developing world's poor live in urban areas, but also that poverty is becoming more urban and that the poor are urbanizing faster than the population as a whole. In the past two decades, some enlightened municipalities have recognized the value of urban food self-reliance and began to work with "urban farmers" rather than against them. Today Urban Agriculture is increasingly on the international agenda of every country, known as the part of comprehensive solution to the problem of food insecurity and runaway growth of cities in developing countries (IDRC, 2006).

Mougeot (2001) developed the most widely used definition of urban agriculture. Using technical criteria of urban agriculture (UA), he explained that, 'urban agriculture is an industry located within (intra urban) or on the fringe (peri-urban) of a town, a city or a metropolis, which grows and raises, processes and distributes a diversity of food and non-food products, (re-)using largely human and material resources, products and services found in and around that urban area, and in turn supplying human and material resources, products and services largely to that urban area. Urban agriculture (UA) has become a contemporary issue, gaining prominence especially in developing economies because it has been discovered to be a viable poverty intervention strategy for the urban poor (Salau & Attah, 2010).

The presence and potentials of UA in Nigeria especially in the big cities is not in doubt. However, researchers, policy makers and government have deliberately neglected this veritable sector and have failed to acknowledge it and channel attention to it (Salau & Attah, 2010).

Mougeot (2000) in his work on urban agriculture for sustainable agriculture pointed out some progressive work and outcome in this area which government ought to give urgent attention. One of these areas is food security and the need to support urban farming. A work by Aroh (2014) on metropolitan Agriculture in Enugu state Nigeria showed that there are agricultural activities going on in the urban and cities of Nigeria, but did not show its contribution to food security in the state. The study by Salau and Attah (2010) in Nasarawa state of Nigeria on the socio-economic analysis of urban agriculture has revealed that the major benefits derived from urban farming were household food supply, income and full time employment opportunity. They reported that urban farming contributed about 74% of the total annual income of the respondents showing that farming was the major means of livelihood of the respondents. Most research, however, lacks empirical evidence and few studies have generated reliable facts about the scale and impact of UA. Consequently, this study addressed the following research questions: What are the socio-economic characteristics of urban farmers in Enugu state? What type of crops and animals are produced in urban areas? What are the contributions of urban farming to household food security? What is the food expenditure share of the households, and what constraints are the urban farmers facing in carrying out there farming activities?

METHOD

The study was carried out in Enugu. Enugu is the capital of Enugu State in Nigeria. It is located in south east geopolitical zone of Nigeria, and lies between latitudes 5⁰55" N and 7⁰08"N of equator and longitudes 6⁰55"E and 7⁰08"E of the Greenwich meridian. The city has a population of about 722,664 (National Population Commission, 2006). The state is located in a tropical rain forest zone with a derived savannah climate that favours farming (Sanni, 2007). Enugu's climate is humid and its humidity is at its highest between March and November (Reifsnnyder, Williams & Darnhoferil, 1989). For the whole of Enugu state, the mean daily temperature is about 26.7⁰ C (80.1⁰F) (Reifsnnyder, Williams & Darnhoferil, 1989). As in the rest of West Africa, the rainy season and dry season are the only weather periods that occurs in Enugu (Sanni, 2007). The average annual rainfall in Enugu is around 2,000 millimeters (79 in), which arrives intermittently and becomes very heavy during the rainy season which is normally between April and October (Egboka, 1985). Other weather conditions affecting the city include Harmattan, a dusty trade wind lasting for a few weeks between December and January (Udo, 1989).

Enugu people produce many crops and animals, and quite a number of crops can do well in the area, such as vegetables, aromatic plants, fruit trees, banana, plantain, yam, cassava and maize and some tree crops like oil palm, mango, guava and orange. Live stock produced in Enugu includes chicken, guinea fowl and turkey and fishery.

SAMPLING PROCEDURES

The study area, Enugu city, consists of three local government areas: Enugu East, Enugu North and Enugu South. A multistage sampling technique was used in selecting the sample for the study. Farmers who reside in Enugu urban area were purposively drawn for the study. With list of urban farmer collected from the ENADP sixty farmers were randomly selected and interviewed from the three different Local Government

Areas in this order. The first stage involves the selection of six communities from the study area. An average of six communities can be found in each of the three Local governments that make up Enugu City. Two communities were randomly selected from each of the three Local governments. In all, six different communities were selected for the study. The second stage involved the selection of the respondent. Ten farmers were selected from each of the six communities using systematic random technique. This gave a total of sixty farmers that were interviewed for the study.

Primary data were collected for the study. A semi-structured questionnaire that was validated by experts in the Department of Agricultural Economics, University of Nigeria was used in collecting data on farmers' socioeconomic characteristics, farm activities, food production, food consumption, income status, expenditure and dietary diversity. The data was collected for the research with the help of two trained field workers. The data collection lasted for two weeks between (30th of May to 11th of June, 2016).

Descriptive statistics such as averages, percentages, Likert type rating scale and frequency distribution were used to analyze the data collected and answer the research questions posed in this study. Also, question on dietary diversity score was analyzed using method of calculating dietary diversity score found in Kennedy, Ballard, and Dop(2011).

RESULTS AND DISUSSION

The socio-economic characteristics of the farmers are considered very necessary in their decision making. The socio-economic variables considered in this study were the location of the household, gender of the farmer, age, marital status, religion, educational qualification, years spent in formal education, household size, total farm size, belonging to social organization, number of years of farming experience, primary occupation, and secondary occupation.

Table 1: Distribution of respondents according to socio-economic characteristics

Socio-economic characteristic(N=60)	Frequency	Percentage	Minimum	Maximum	Mean	deviation
Gender of respondent						
Female	36	60				
	24	40				
Age of respondent(years)						
<20	2	3.4				
21-40	22	36.7				
41-60	26	43.3				
>60	10	16.6	14		45.48	
Marital status						
Married	47	78.3				
Single	9	15.0				
Widowed	4	6.7				
Educational status						
No formal education	3	5.0				
Primary	7	11.7				
Secondary	18	30.0				
Tertiary	32	53.3				
Years spent in formal education						
No formal education	3	5.0				
1-10	11	18.3				
11-20	42	70				
>20	4	6.7	5		13.96	
Household size						
1-4	20	33.3				
5-8	36	60				
>8	4	6.7	1			
Total farm size(plot)						
< 1	19	31.7				
1-5	31	51.7				
>5	10	16.6	0.4			
Those that belong to farm club or cooperatives						
Yes	21	35				
No	39	65				
Farming experience(years)						
1-10	29	48.4				
11-20	17	28.4				
>21	24	23.2	1			
Primary occupation						
Farming	31	51.7				

Trading	10	16.7
Artisan	3	5.0
Civil service	13	21.7
Others (retired)	3	5.0
Secondary occupation		
Farming	43	71.7
Trading	12	20.0
artisan work	1	1.7
civil service	3	5.0
Others (retired)	1	1.7

Source: field survey, May 2016

Gender is an important factor in determining economic roles in many socio economic settings. The result showed that 60% of the farmers were males, while 40% were females. This might be attributed to the fact that the males might have more access to productive resources such as land and capital (Aroh, 2014).

Age has a great influence on people's decision on certain woks. In most cases people do hard jobs when they are full of life and strength (Aroh, 2014). From the result presented in table 1, the mean age of the respondents was 45.48years, while the minimum age was 14years, the maximum age was 68 years. The mean of the respondents (45.48years) is an indication that urban farming was for those at the middle age which are full of strength for farming activity.

About 78% of the respondent were married, 15% were single, while 6.7% were widowed. This may imply that most people that go into urban agriculture are married. This may be due to the availability of family labour needed for the farming activities, and also the huge capital needed for the farming which most singles may not have, hence, its only few singles that were into urban farming (Asiegbu & ikeorgu, 1999).

About 12% of the respondents had primary school education as their highest level of education, and 53.3% attended up to tertiary education. Very few of respondents had no

formal education (5%). When the number of years of formal education was explored, the result showed that about 40% of the respondents spent between 5 and 12 years in formal education, while 55.2% of the respondents spent more than 12 years in formal education. The mean years of education of the respondents was about 14, which shows that the majority of the respondents spent 14 years in formal education. These results indicate that most of the respondents were educated. This might be as a result of the area being an urban place.

Household size is said to be the number of people living under the same roof and eating from the same pot, it includes the head of the house, wives, children, house helper and other relatives living in the same house (Federal office of statistics 1998). Result presented in table 1, showed that 33.3% of the respondent had household size of 1-4 people, those having household size of 5-8 and 9-12 persons were 60% and 6.7% respectively. This shows that the majority of the households had a household size of 5-8 persons. The mean household size of the respondents was about 5 persons, which shows that majority of the household had an average of 5 persons in the house. Having up to five persons in a household might help to supply the family labour needed for urban Agriculture.

The result in table 1 showed that 31.7% of the respondent had less than one plot of farmland. However, 16.6% of the respondent had above 5 plots of farm land. This implies that urban agriculture in this area is constrained by land, which may be as a result of the competing needs of land especially in the urban areas. The mean plot of land owned by the farmers was 2 plots which showed that the majority of the respondents had an average of 2 plots of lands. This work is consonant with Egbuna (2008) identified that land is a major constraint to urban agriculture both in terms of access and tenure security.

Belonging to farm associations is an important social asset which should be given attention to by urban farmers as this could help them to request for lands as a team and even access credit facilities to improve their production. The result in table 1 showed that 65% of the farmers were not part of any farmers' association, while 35% were into one farmers' organization or the other. This may imply that urban farmers did not see farmers' associations as an important coalition that can help them further their production. According to Egbuna (2008) lack of organization among urban farmers has being a major issue. Though they have an 'official' association, they have not been able to organize themselves in such a way as to attract official recognition in order to benefit from some government and corporate incentives such as credit and other financial assistance as well as input subsidies.

The study showed that 48% of the farmers had between 1 and 10 years of farming experience, and 23% had been involved in farming for more than 21 years. The maximum years of farming experience was 15 years, while the minimum was 1 year. The mean farming experience of the respondents was 13.5 years which showed that most of the respondents had spent at least 13.5 years in farming. This goes a long way to show that most of the urban farmers are not amateurs but experts in urban farming, and also it indicates that urban farming is not a recent business, it has been there just that most people have failed to recognize this and the roles it plays in our economy at large.

Greater proportion (51.7%) of the respondent engaged in farming as their major occupation, 16.7% were involved in trading, 5% were artisans, 21.7% were civil servants while the least proportion (5%) were retired. This means that most of the respondents were primarily farmers and civil servants. In line with Salau and Attah

(2010), the study revealed that one of the major benefits derived from urban farming is full time employment opportunity.

The result presented in table 1 shows that 71.7% of the respondent had farming as their secondary occupation, 20% were involved in trading, 5% were civil servants, 1.7% were into artisan work, while the remaining 1.7% were retired civil servants. In line with the Aroh (2014), most of the residents of Enugu metropolis were government workers hence engaged in farming as a secondary occupation.

Agricultural activities in the urban areas

Different agricultural activities going on at the urban areas of Enugu were assessed and the results are presented in figure1 and table 2.

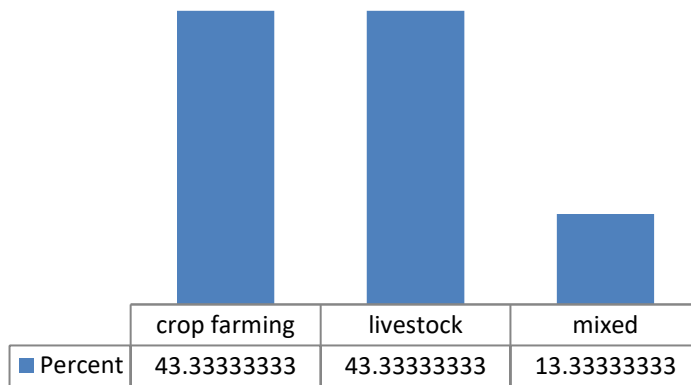


Figure 1: Types of farm practice of the respondents

The results presented in figure 1 showed that 43.3% of the respondents engaged in crop farming, likewise 43.3% of the respondents were involved in livestock farming, and a few (13.3%) engaged in mixed farming. This result showed that most of the respondents were producing either crops or animals, which may favour commercialization.

Table 2: Distribution of respondents according to agricultural activity

Variables (N=60)	Frequency	Percentage	Minimum	Maximum	Mean	STD
Livestock						
Poultry						
1-10,000	16	26.7	10	20,000	2553.44	
10,001-20,000	2	3.3				
>20,000	0	0				
Non livestock farmers	26	43.3				

Fish						
1-10,000	8	13.3	4	200,000	28203.11	
10,001-20,000	0	0				
>20,000	1	1.7				
Non livestock farmers	26	43.3				
Cattle						
1-10	1	1.7				
>10	2	3.3	10	30	21.67	
Non livestock farmers	26	43.3				
Pig						
1-10	0	0	20	50	31	
>10	4	6.7				
Non livestock farmers	26	43.3				
Breed of animal						
Exotic	19	31.7				
Local	15	25.0				
Non livestock farmers	26	43.3				
Crop farms						
Crop farm size(plots)						
< 1	8	13.3	0.4	15	1.88	3.47
1-5	24	40.1				
>5	2	3.3				
Non crop farmers	26	43.3				
Crop type						
Edible Vegetables	18	30				
Ornamental	16	26.7				
crops(aesthetic)						
Food tree crops	2	3.3				
Cereals	21	35				
Others (cassava, potatoes and yams)	10	16.7				
Livestock type						
Poultry	18	30.0				
Fish	9	15.0				
Cattle	3	5.0				
Pig	4	6.7				
Total	34	56.7				
Non livestock farmers	26	43.3				
FarmDistance(KM)						
Stays on the farm	15	25.0	0.5	90	19.11	18.15
<1	5	8.3				
1-10	12	20.0				
10-20	11	18.4				
>20	17	28.3				

Source: field survey, 2016

The results presented in table 2 show that a lot of farming activities are going on in the urban areas and it's also in line with the work of Foeken (2006) and Aroh (2014) which

pointed out that there are lots of crop and livestock farming going on in the urban areas. Greater proportion of respondents that kept poultry had a mean of 2553 birds, and a maximum of 20,000 birds. Those that kept fish had a mean of 28203 fish and maximum of 200,000 fish. Those that reared cattle had the mean of 21 and maximum of 30 cattle. The mean number of pigs kept by the farmers was 31 pigs with a maximum of 50 pigs.

The result showed that most of the livestock farmers kept exotic breeds (31.7%). Twenty-five percent of the farmers kept local breeds, while the rest of them keep both the local and hybrid. This result can be attributed to the location of the farms in urban areas where they have better access to these improved breeds. Rearing of exotic breed is an advantage to them as the livestock can get to marketable size on time.

The results on the type of crops grown (see table 2), showed that 30% of the respondents cultivated edible vegetables like fluted pumpkin (*Telferia occidentalis*), green (*Amarantus spp*), and fluted pumpkin. About 26.7% were into ornamental crops like carpet grass, palm flowers and garden flowers, 3.3% were involved in food tree crops like avocado pear nursery, orange plants, and guava plants, 35% were involved in cultivation of cereals like maize, and 16.7% cultivated other crops which include tuber crops like cassava, potatoes and yams. This result showed that a lot of crop varieties can be grown in the urban areas. This is also in line with the work of Hovorka, Zeeuw and Njenga (2009) that numerated the farming activities going on in the urban areas include cultivation of cereals, vegetables and tuber groups and livestock farming.

About 30% of the respondents were into poultry production, 15% were involved in fishery, 5% were into ruminant production such as cattle, sheep, goats and 6.7% kept other livestock types like pigs and rabbits. This confirms olima (2001) observation that varieties of livestock can be reared in the urban areas.

The result on the distance of farm from home showed that most of the farmers travel a distance of more than 20Km to their farms (28.3%). This is followed by those whose farms are within their compounds (25%), while the rest of the farmers travel 1-10Km (20%) and 11-20Km (18.4%) respectively.

Household Income and food share expenditure of the respondents

Data on income, expenditure and food expenditure share were analyzed to know the actual food expenditure pattern of the respondents. This will help in knowing if urban farming helps in offsetting some of the household food expenses.

Table 3: Distribution of the respondents according to income, expenditure and food share from farm

Food indicator(N=60)	share	Percentage	minimum	Maximum	Mean	STD
Household income/year(₦)			48,000	240,00000	5,280000	196,500,000
<1,000000		58.3		0		
1,000000-5,000000		30.0				
5,000000-10,000000		5				
>10,000000		6.7				
Income from crop farm(₦)			96,000	240,00000	1,020,00	47,890,000
<1,000000		35		0	0	
1,000000-5000000		5				
5,000000-10,000000		0				
>10,000000		1.7				
Non crop farmers		58.3				
Income from livestock farm(₦)			48,000	140,00000	8,950,00	28,800,000
<1,000000		35.0		0	0	
1,000000-5,000000		5.0				
5,000000-10,000000		0				
>10,000000		5.0				
Non livestock farmers		55				
Income from mixed farms(₦)			1,300,000	180,000	690,000	382375.45
<1,000000		10				
>1,000000		1.7				
Non mixed farms		88.3				
Farm income share of household income (%)						

<20	13.3				
20-40	18.4				
41-60	15				
61-80	15				
81-100	38.3				
Household expenditure(₦)		9,500,000	38,000	858,000	1328000.36
<1,000000	78.3				
1,000000-5,000000	20				
>5,000000	1.7				
Share of household expenditure from income (%)					
≤20	0				
21-40	20				
41-60	51.7				
61-80	28.3				
81-100	0				

Source: field survey, 2016

Note: \$1 = ₦360

The results in table 3 showed that greater proportion of the respondents (58.3%) earns an annual income of less than ₦1, 000000, followed by those that earn between ₦ 1, 000000 and ₦ 5,000000. The mean income of the respondents was ₦ 5,280,000; the maximum income recorded was ₦ 240, 000000, while the minimum was ₦48,000. This confirms the popular saying that urban dwellers are high income earners. Also the work by Olima (2001) in Kenya revealed that urban agriculture can be practiced by people of all income level as against the work of Asiegbu and Ikeorgu (1999), who said that urban agriculture is only practiced by the urban poor. Salau and Attah (2010), reported that urban farming contributed about 74% of the total annual income of the respondents, showing that farming was the major means of livelihood of the respondents

The result on crop farm income shows that greater proportion of the crop farmers (35%) earn below ₦ 1, 000000 annually from their crop enterprise. The mean income from crop was ₦ 1, 020, 000, which shows that the respondents earn an average income of ₦ 1,020,000 from crop in a year. The maximum and minimum incomes from crop were ₦ 240,000000 and ₦96,000 respectively. According to Alberto (2008), Urban Agriculture

can in principle have a positive impact on the food security situation of the households that engage in this activity through two main avenues: the income it generates, and the direct access to the food which it produces.

The result on income from livestock farms shows that greater proportion of the livestock farmers (35.0%), earns below ₦1, 000000 annually from their livestock enterprise. The mean income from livestock was ₦8, 950, 000, which shows that the respondents earn an average income of at least ₦8,950,000 from livestock in a year. The maximum and minimum incomes from livestock are ₦140, 000000 and ₦48,000 respectively.

The result also shows that the respondents that keep both crop and livestock also had a mean, maximum and minimum income of ₦ 690,000, ₦1,300,000, ₦180,000 respectively. Comparing the results, it's shown that livestock enterprise earned more return as its income was the largest, also that mixed enterprises had less income; this could be as a result of delving into many things with limited resources.

Table 4: Distribution of the respondents according to their expenditure and food share from farm

Food expenditure(₦)					
<500,000	76.7	240,000000	96,000	379,000	376417.70
500,000-1,000000	18.3				
>1,000000	5				
Share of food expenditure from income (%)					
≤20	43.3				
21-40	48.4				
41-60	8.3				
61-80	0				
81-100	0				
Source of labour					
Personal	15.0				
Family	28.3				
hired labour	56.7				
Share of farm produce sold (%)					
None	11.7				
20-50	10				
>50	78.3				
Main source of food					
Purchase	80.0				
own production	20.0				

Own production share of food consumed

<50	43.3
50	3.3
>50	11.7
100	11.7
None	30.0

Source: field survey, 2016

Note: \$1 = ₦360

When the household expenditure of the respondent was explored, the result showed that greater proportion of the respondents spend less than ₦1,000,000 yearly, while 20% spend between ₦ 1,000,000 and ₦ 5,000,000 yearly. The mean household expenditure was ₦858,000, and the maximum and minimum household expenditures were ₦ 9,500,000 and ₦38,000 respectively. Their expenditure when compared with the average annual expenditure of households in Nigeria (₦ 399.6 billion) (NBS, 2013), we can see that these households spent far less (₦858,000) than an average Nigerian. This may be due to their eating from their produce.

The result on food expenditure, presented in table 4, showed that most of the respondents (76.7%) spend less than ₦ 500,000 on their food, while very few (5%) of the respondents spend more than ₦ 1,000,000 annually. The mean expenditure on food was ₦379,000, while the maximum and minimum food expenditure was ₦2,400,000 and ₦96,000. Considering the expenditure share of the household income i.e. the percentage of income spent by the household, the result showed that greater proportion of the respondents (51.7%) spent between 41-60% of their incomes on the household expenditure, while few (20%) spent 21-40% of their income on household expenditure. Greater proportion of the respondents (48.4%) spent between 21-40% of their income on food while very few (8.3%) spent between 41-60% of their income on food. The mean household expenditure and food expenditure from income are 45% and 24% respectively. This shows that most of the respondents spend less on food as most of them have enough food from their farms.

The result on labour used showed that the major source of labour used for the farming were hired labour as reported by 56.7% of the respondents. Family labour constituted 28.3% of the labour used in the farm. This might be as a result of the busy schedules of the farm owners who engage in other job, and also the large number of livestock that needs to be cared for, hence the need for hired labour.

Exploring the proportion of farm produce sold by the farmers in the study, the result showed that majority (78.3%) of the respondents sell more than 50% of their produce, while few (11.7%) consume all their produce. This might be why some of them realize large amount as returns at the end of the year. This also shows that most of them engage in this activity for the purpose of getting income and not food, and so are commercial farmers as oppose to subsistence as is usually reported about Nigerian farmers.

When the main source of food was explored the results showed that majority of the respondents' source their food through purchase (80%). This can also be as a result of them engaging in the farming activity which may constitute very few crops/ animal types for the purpose of income and not food; hence most of them purchase their food.

Share of food from the farm

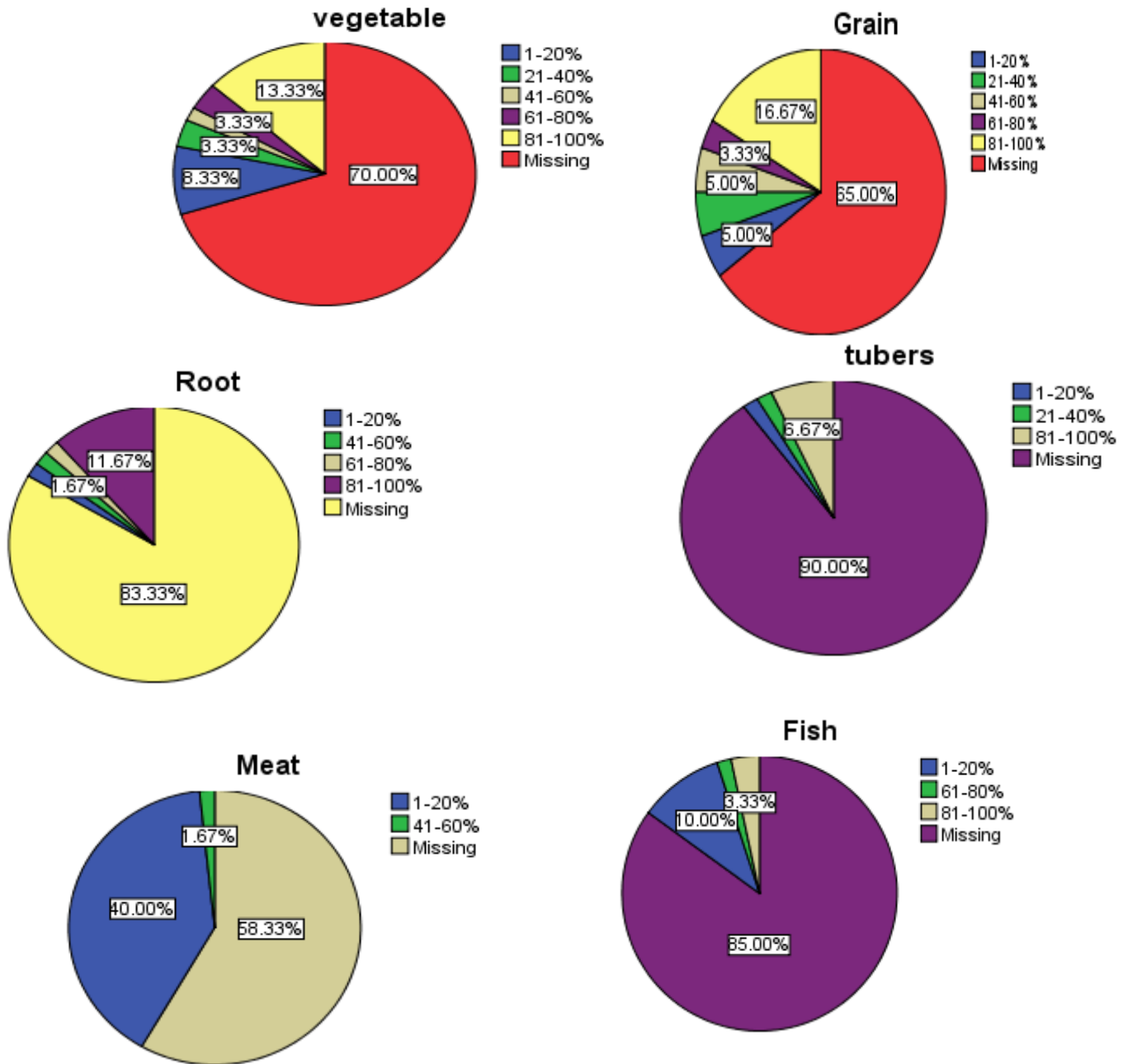


Figure 2: respondents share of food from the farm

For households that grow grains, the greater proportion of the respondents (16.67%) has up to 81-100% of their food share of grain from their farm. About 3.3% had 61-80% food share of grain from the farm. Also for those producing vegetable the greater

proportion of the respondents (13.3%) had 81-100% share of vegetable from the farm. This result is repeated in all the different food crops which the respondents get up to 81-100% of their food share from their farms except in meat and fish enterprise which had only 21-40%.

Dietary diversity score of the respondents

Dietary diversity score was used to assessed the food security status of the respondents and their nutritional adequacy. The dietary diversity score was divided into three classes- high, medium and low dietary diversity score based on the number of food groups consumed (table 5). Those with high Dietary diversity (>10) were considered food secured, based on the ranking. Based on the ranking we have the following food classes: Lowest dietary diversity, Medium dietary diversity, High dietary diversity,

Table 5: Dietary Diversity ranking of the respondents and the most consumed foods of each category

Low dietary diversity (N=13) <8	Medium dietary diversity (N=18) Between 8 and 9	High dietary diversity (N=29) ≥10
Cereals	Cereals	Cereals
Green leafy Vegetable	Green leafy vegetable	Green leafy Vegetable
Oil and fat, red oil	Oil and fat, red oil	Oil and Fat, Red Oil
Milk and milk product	Milk and milk product	Milk and milk product
White tubers and root	White tubers and root	White tubers and root
Spices	Spices	Spices
Condiments	Condiments	Condiments
Beverages	Beverages	Beverages
	Sweets	Sweets
	Fish	Fish
	Vitamin A rich fruits	Vitamin A rich Fruit
		Legumes, nuts and seed
		Eggs
		Meat
Dietary diversity order	rank	Frequency
High dietary diversity		29
Medium dietary diversity		18
		Percentage (%)
		48.3
		30

The result in table 5 and 6 showed that the food groups consumed by most households in Enugu urban were cereals (100%), vegetables (100%), vitamin A rich fruit (13.3%), oil and fats, red oil (100%), milk and milk products (86.7%), spices and condiments and beverages (95%), meat (11.7), fish (91.7%) and tubers (98%). Very few of the respondents consume meat, eggs and sweets, and the rest of the food groups are consumed moderately. This work confirms the work of Ike (2015), that the basic foods and the most consumed food groups in Nigeria are cereals, vegetables, vitamin A rich fruits oil and fats, red oil, white tubers and roots and milk and milk products.

About 48% of the households consume up to 8-9 food groups, while 35% of the respondents consume more than 10 food groups. The mean Dietary diversity score of the respondents was 8.88, meaning that each of the respondents consumes about 8 out of the 15 food groups. The minimum and maximum number of food groups consumed was 5 and 14 respectively. Greater proportion of the households (26.7% & 25%) had consumed 9 and 10 food groups out of the 15 classes of foods with 24 hours, while 3.3% of the households had the least dietary diversity score (5).

Table 6: Distribution of respondents according to food group consumed

Dietary diversity score(N=60)	Frequency	Percentage	Minimum	Maximum	Mean	STD
Food groups						
Cereals	60	100				
White tuber and root	59	98				
Vegetable	60	100				
Vitamin A rich fruit	8	13.3				
Meat	28	46.7				
Egg	7	11.7				
Fish	53	88.3				
Legume Nuts	55	91.7				
Milk and Milk products	52	86.7				
Oil and Fats, Red Oil	60	100				
Sweet	24	40				
Spices Condiments& beverages	57	95				
Sum of the food groups consumed by each						

respondent						
<5	0					
5-7	10	16.7				
8-9	29	48.3	5	14	8.88	1.738
≥10	21	35				
DDS household (N=60)						
1	0	0				
2	0	0				
3	0	0				
4	0	0				
5	2	3.3				
6	4	6.7				
7	4	6.7				
8	13	21.7				
9	16	26.7				
10	15	25				
11	2	3.3				
12	2	3.3				
13	1	1.7				
14	1	1.7	5	14	8.88	1.738

Source: field survey, 2016

The respondents were ranked into 3 categories based on the number of food groups consumed using the mean score. This was to indicate how diversified their diets were. Those that consumed less than 8 were ranked low food security compare to other respondents. Those that consumed between 8 and 9 food groups were ranked medium while those that consumed above 10 foods groups were ranked high. The results based on the ranking shows that 48.3% of the respondents were in high dietary diversity score, while 21.7% were in low dietary diversity score class, and the rest of the respondents had medium dietary diversity score. The result showed that majority of the households had higher dietary diversity score which indicates that they are food secure. In consonant with the work of Ike, (2014&2015), most farming households have high Dietary diversity which can be attributed to the share of food they get from their farms. Also UNDP (1996), revealed that urban farming increases household food supply. Babatunde (2004), also reported that increase in urban farming can lead to more supply of food and hence increase household food security. In line with this work, Alberto and

Luca, (2008), found evidence that engagement in farming in urban areas is associated with greater dietary diversity in 10 out of 15 countries they studied. This result shows that the urban farmers are mostly food and nutrition secure. Drawing from the work of Hoddinott, John and Yohannes (2002), households that consume an average of about 6 foods in 24 hours, which is what DDS captures, show a good food and nutrition security status of the respondent.

Constraints in Urban Agriculture

This section, presents the results on the major constraints faced by urban farmers as the issue of urban farming has not been without its challenges despite the advantages derived from it. This constraint was determined using the Likert type rating scale.

Table 4: Major constraints faced by the respondents

Constraints	Minimum	Maximum	Mean	Std
Lack of capital	1	3	2.65	.685
High cost of equipment	1	3	2.50	.597
High cost of production input	1	3	2.62	.640
High cost of transport	1	3	2.38	.761
Lack of access to land	1	3	2.77	.563
Government policy	1	3	2.45	.699
Lack of market	1	3	1.65	.799
Unpredictable weather	1	3	2.00	.803
Harassment by local/ state govt. tax and environmental authority	1	3	1.77	.722
Theft and high cost of security	1	3	1.85	.732
Lack of organization among urban farmers	1	3	1.47	.724

Source: field survey, 2016

Constraints of each respondent were determined using a 3-point likert scale. The mean score cut-off of respondents based on the 3-point likert scale rating is 2.0. Using the interval scale of 0.05, the upper limit cutoff point is 2.05, while the lower limit is 1.95. Based on the limit, any mean above 2.05 is very serious; those between 2.05 and 1.95 are considered serious while any mean that is below 1.95 will be considered not serious.

The result presented in table 6 showed that lack of access to land and lack of capital were rated by the respondents as very serious constraints with a weighed mean of 2.77 and 2.65 respectively. This indicates that these constraints are very serious constraints to the farmers. Other constraints that were very serious to urban farming include high cost of equipment, transportation and government policies. This is in line with the work of Olima (2001) in Kenya and also the work carried out by Egbuna (2008) in Nigeria whose findings showed that lack of access to land, capital, government policies, transportation constituted very serious challenges to urban farming. Other constraints like theft (1.85), lack of market (1.65), harassment by local/state government tax and environment authority (1.77) and lack of organization among urban farmers (1.4) were rated as not serious constraints showing that there was enough market for the produce of the farmers and the security was not constituting a serious problem in the area. Hence farms in these urban areas had enough market and security.

CONCLUSION

Based on the findings of this study, one can agree that support for urban agriculture could go a long way to expand and enhance agricultural development in our country Nigeria. Also of food insecurity problem will be addressed as urban agriculture will go a long way to supply the needed food and increase food access in the country.

POLICY RECOMMENDATION

From the findings of this research work, the following policy recommendations were made:

Urban agriculture should be encouraged, as this will help reduce food insecurity through the supply of food and reduced food miles which in turn improve access to food.

Government should take it upon herself to release usable lands in the urban areas for agricultural purposes as this is a major constraint to urban farming.

The government should also help in providing subsidies in the form of credit and loans, and also provide some of the farm inputs as this will help to reduce the cost of production.

Urban residents should endeavor to have at least a small portion of backyard garden near their compounds to practice agriculture as this will go a long way in improving their food supply.

Urban farmers should be advised to organize themselves into farm societies as this will help them in accessing credit from the government and this will also help them to improve on their marketing strategies.

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