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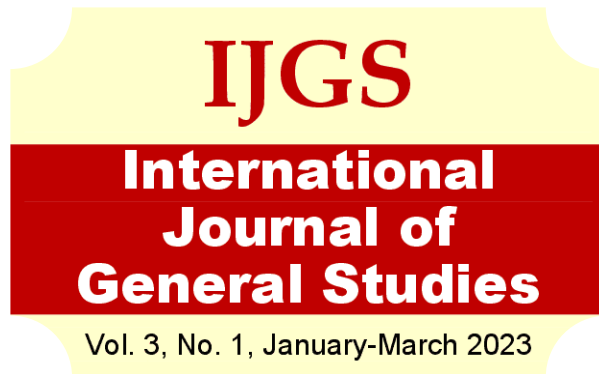
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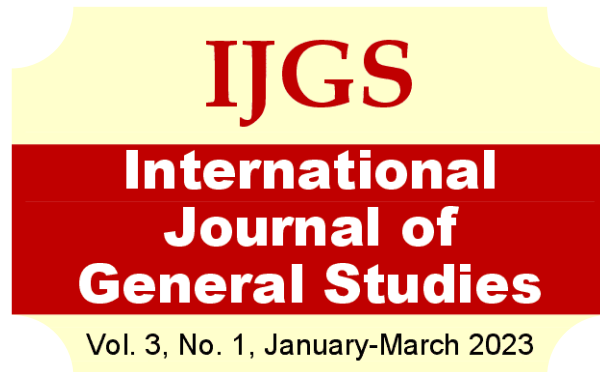


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Accents in Linguistic Borrowing of English Personal Names in Izon

By

Stella Tonyo Akinola

Abstract

With the influence of globalization, linguistic borrowing is inevitable. Language contact which is the bedrock of linguistic borrowing stands like a colossus. The phenomenon of borrowing personal names has had a long tradition in the Izon culture. Many names of foreign origin have been present in the area for a long time. Some of these names have been adapted and nativized for a period of time. In recent borrowings, the foreign forms undergo some adaptation but show the tendency to resist complete adaptation, particularly in terms of spelling and pronunciation. Such pragmatically borrowed items carry significant sociolinguistic signal about the borrowers' attitude. This paper seeks to investigate the extent of borrowed English personal names in Izon and the accent with which they are pronounced. It also seeks to find out if the accent of the borrower reflects class or not. The research instrument adopted in this paper is interview. The study is rooted in Thomason & Kaufman's integrated theory of language contact. The findings reveal that English names are enjoying a certain popularity, with increasing tendency amongst the Izons in UAT and that the influence of the Izon language seems to contribute to the observed accents. The study concludes that accents are endemic as evident from the data.

Keywords: accent, linguistic borrowing, names, globalization.

Background to the Study

Language as a social entity is closely linked with the social structure and the value system of a society. This gives rise to various ways of evaluating the different dialects and accents that emerge from such relationships. Every structure is a system in

itself. The knowledge of the whole system is in the mind of the native speaker, and without such knowledge, sounds cannot be pronounced nor meaning understood.

Cyrstal (2002) observed that children learn the melody of their language before they begin to speak. Within this period, there is room to develop and master local and foreign skills, in preparation for the day the vocal system gets developed enough to speak. Infants hear sounds that they come to recognize before words can be identified. Neural pathways are eventually established in the brain that link each sound with a meaning. When a word is frequently heard, its connection is solidified and the same goes for accent. Whichever accent the child hears from his environment, is what he holds unto. However, the first few encounters with words may likely determine the way they will pronounce them for the rest of their lives. This seems to be how accents are cultivated.

During the second half of the nineteenth century, a number of societal shifts meant that contact with speakers of other languages became easier and more common. Factors such as increased travel opportunities, a growth in the middle class and a growth in universities and state sector education led to a move away from the sole preoccupation with classical languages (Lorch, 2016). Language contact which signifies culture contact, have been in the focus of interest, ever since some researchers became aware of the fact that, there is no language which would be free of foreign elements and that languages influence one another at different levels.

One of the commonest ways of creating words in human language is through borrowing. Borrowing in its simplest form means the process of taking words from one or more languages to fit into the vocabulary of another. It is important to mention that there is no language that is free from borrowing. Different forms of borrowing exist, ranging from loan-words, loan-blend to loan translation. Heath (1994) observed that languages may become mixed up with each other through the process of borrowing. Borrowing involves mixing the systems (languages). Everyday example abound; words for food, plants, music, institutions and so on, which the source language can even be identified.

Problem Statement

The global spread of English has had an impact on the naming

practices. Name giving is related to a person's sense of identity and the deliberate giving of a name that is taken from the English-speaking world implies a positive attitude towards the use of English and the values it is associated with. Giving of English names as first or middle names is a trend that is presently ravaging the Izon culture. The IZONS seem to have embraced this considering the proliferation of names which are either English or look and sound like English. Since all languages have different accents and varieties of pronunciation, it is statutory that these names would have different pronunciation, pending on the level and manner of exposure to the English language. The accents with which these names are produced calls for attention.

Aim and Objectives

The aim of this study is to examine the accents that manifest in the pronunciation of some of the English personal names that the IZON people bear.

Objectives

- To determine the frequency of the English personal names amongst the IZON speaking students in UAT.
- To identify the name giver and the reasons for such names.
- To examine the accents from the pronunciation of the said names and to find out whether the accents reflect class or not.

Scope

The scope of this research covers the English names that originate from Anglo-American culture, including the names that go back to other languages, such as Hebrew, Greek or Latin and also pays attention to the accent with which they are pronounced. It covers two faculties: Social and Management Sciences and Basic and Applied Sciences.

Significance

The significance of this study lies in the fact that speakers of different varieties usually have different accents and speakers of the same variety may have different accents as well. The act of speaking and articulation of words or names has a link with self that other aspects of language do not seem to have. Thus, pronunciation has an intensely personal quality which can be

revealed through such studies.

Theoretical Framework

Profile on Phonology (PROPH) and Prosody Profile were used in the analysis of the data gathered in course of the study. Profile on Phonology is an English profiling system that has three stages. The first is the profiling, the second is transcription and the third is matrixing. It is at the point of matrixing that the inconsistencies in sound production are revealed.

Literature Review

Some concepts that are relevant to the study were discussed. These include: contact language, borrowing, accent, naming, amongst others. Empirical review on some works that have been carried out in the area were also reviewed.

Tone

Ifode (1995) describes tone as variations in pitch that affect the meaning of words. Tone therefore, is a function of pitch in distinguishing meanings of words. Similarly, Ejele (1996) argues that tone is the significant, contrastive but relative pitch on each syllable. Thus, tone can be seen as the distinctive pitch level of a syllable that is found in the languages of the Sub-Saharan Africa amongst others. In tone languages, the tone carried by a word is an essential feature of the meaning of that word. So, tone performs a lexical function.

Stress

Stress is an important feature of speech which creates special problems to the Izo speakers of English. As the airstream flow during speech, some effort is exerted for a sound but the effort exerted differs because some syllables are uttered with greater effort and muscular energy than others. Ifode (1995) defines stress as the degree of force employed in the production of a syllable. This implies that a syllable is stressed, if during its production, relatively greater articulatory energy is expended on it. Onuigbo (2010) explains that the syllables which are uttered with greater muscular energy are louder and longer and are therefore said to be stressed.

Simply put, a change in stress means, a change in the degree of force with which the syllable is produced. Some syllables are said

to be stressed while others are unstressed. Stress is meaningful in English just like tone. It is not surprising that a change in the stress pattern of a word may change the meaning and the word class completely.

Contact Language

Thomason (2001: 162) gives a broad definition of language contact induced change. “It is seen as any linguistic change that would have been less likely to occur outside a particular contact situation”. Aikhenvald (2006), on the other hand, observes that contact induced changes may be system altering or system preserving, pending on whether they involve restructuring of the grammatical system or borrowing of a term into an existing one.

Kuteva (2017) stresses the importance of contact as she observes that two languages coming in contact may lead to transfer of linguistic materials from one contact language to the other. Such linguistic transfer constitutes contact induced change and encompasses a number of distinctive phenomena: syntactic and morpho-syntactic change in the two.

Linguistic Borrowing

Thomason and Kaufman (1988: 37) posit that linguistic borrowing is “is the incorporation of foreign features into a group’s native language by speakers of the language. In the literature, borrowing is also referred to as transfer or transference (Clyne, 2003). Trask (2000) and Aikhenvald (2006) share similar view in their description of borrowing. They describe borrowing as the transfer of features of any kind from one language as a result of contact. On the other hand, borrowing constitutes a completed contact-induced change, switching from one language to another constitutes a contact-induced speech behavior (Haspelmath, 2009).

It is obvious that there is much more to the transfer of elements from one language to the other than mere adaptation at the levels of analysis. Many other factors play an extremely important part within the integration process of foreign elements into a receiving language. Wholly, the taking and integration of elements from one code to another is linguistic borrowing.

Accent

In sociolinguistics, an accent is a manner of pronunciation peculiar

to particular individual, location or nation. All languages have different accents and other varieties of pronunciation. Accents refer “only to distinctive pronunciation” (Crystal, 2014: p24). Speakers of different dialects have different accents and speakers of the same dialect may also have different accents as well. Crystal added that the dialect known as “Standard English” is used throughout the world but it is spoken in a vast range of regional accents.

Yule (2010) declares, “it is a myth that some speakers have accents while others do not.” Whether we speak a standard variety or not, we all speak with an accent, he added. Certain accents are perceived to carry more prestige in a society than others. This is often due to their association with the elite part of society but in linguistics, no difference is made among accents in regards to their prestige or correctness. However, an accent can be standardized or stigmatized.

Naming

In the field of linguistics, Onomastics is the study of proper names, especially the names of people (anthroponyms) and places (toponyms). Algeo (1992) observes that the study of personal names is closely related to geneology, sociology and anthropology. According to Hough (2016), Onomastics is both an old and young discipline. This is due to the fact that since Ancient Greece, names have been central to study of language, throwing more light on how humans communicate with one another and organize their world. The investigation of the origins of names is more recent in some areas while being still at the formative stage in others.

McClure (2013) reports that nowadays more than six thousand (6000) personal names are registered as baby names in England and Wales, while there were probably fewer than one thousand (1000) names in use towards the end of the Middle Ages.

Mencken (1962) observes that a large number and diversity of immigrants is mirrored in the diversity of names in the United States. Mencken added that the 19th century saw a growth in the use of middle names as given names. And that these tendencies have continued to increase, with the names haven become more and more imaginative and diverse. According to Herbert (1996), several names are possible throughout life and there were no surnames.

Some studies indicate that in recent years English names have been growing in popularity. De Klerk (1999, 2002), found out that there is a trend towards English personal names among speakers of African languages. Out of one thousand (1000) official name changes, as documented in government gazettes in 1997, 34% of African language speakers either placed English name first or added an English name or replaced an African name with an English name. Three years later, the percentage of African name changes, preferring English, had risen to 38%. The main reasons according to De Klerk include: sociocultural, reflecting the wish to affiliate with a culture or linguistic group. This may be related to the highly favorable economic, social and educational status.

Also, there are aesthetic reasons or reasons of personal taste, which may be connected to a desire for unique and different names. De Klerk concludes that taking on an English name is a symbol of upward mobility, upward education and multiculturalism.

Similarly, Tan (2004) undertook a study on the influence of English naming conventions on Singaporean names. The study reveals that English naming conventions have greatly influenced the Singaporean naming system. Akinola (2020) also carried out a similar study on the personal name giving conventions and the names in Kolokuma. She observes that personal names in Kolokuma are not randomly assigned to people but given for specific reasons. Identity is the first thing but what follows is much more than identity as the names are meaningfully packaged.

The colonial history left its mark on name-giving in Nigeria. With the establishment of a British government and a British educational system and through Christian missionary activities, Nigerians received English names in addition to their names and surnames were introduced. African naming traditions differ considerably from the English ones. African names are meaningful and they are unique. They typically relate to certain events associated with the birth of the child

Methodology

In conformity with the study objectives, a descriptive survey design was adopted. The target population in this study comprised two groups: lecturers and students in two faculties in the University of Africa: the Faculty of Social and Management Sciences and the Faculty of Basic and Applied Sciences. Fifty (50)

students and fifteen (15) lecturers were selected. Simple random sampling was adopted in this study to ensure that everyone in the study population stands a chance of being represented. A table of random numbers was used with a random number generator to determine the sample size.

The bulk of the relevant data for this study were collected through interview. The interviews were recorded to enable the researcher transcribe the correct responses from the respondents. Both qualitative and quantitative methods were employed in the presentation and analysis of the data.

Data Presentation and Analysis

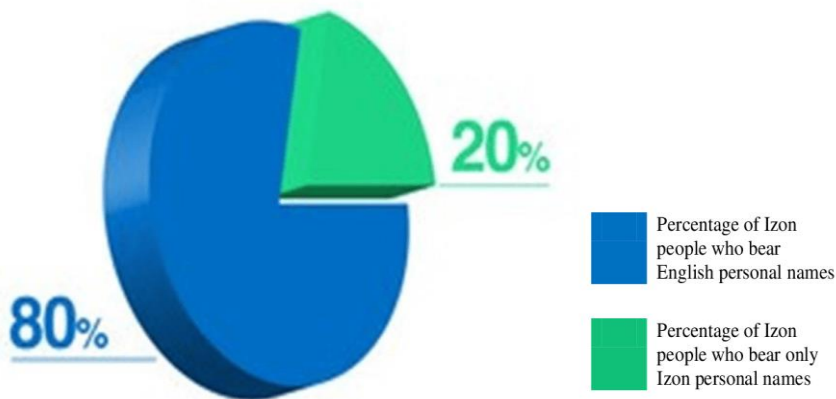
The data collected in course of the study is presented here and interpretation of findings was made in accordance with the research questions that guided the study. To facilitate this, the bulk of the data is arranged orderly and presented in tables. The data were sourced from two categories of respondents, lecturers and students. The interview questions were designed for both categories of respondents.

The total number of respondents interviewed were sixty-five (65) of which forty-one (41) were males and twenty-four were females. This gives a picture of male dominance in the two faculties. The number of respondents got streamlined by their responses to the interview questions. Out of the sixty-five (65) respondents, fifty-nine (59) of them are from Izon while six do not have Izon origin. Since the study is concerned about people of Izon origin who bear English names, the interview continued with the fifty-nine and the six were dropped.

The fifty-nine (59) respondents were asked whether they have English personal name or names and forty-seven of them admitted having English personal names either as first or middle names. This means that 80% of the study population have English names while the rest do not bear any English name. The ratio is 4:1. The implication is that for every four, there is only one without an English name.

Below is a pie chart showing the percentage of Izon people who bear English personal names and percentage of Izon people who bear only Izon personal names.

Fig. 1: Percentage of Izon People who Bear English Names / Only Izon Names



Source: Author's Research Data

The next question addresses the issue of the giver of the name. We want to find out if the naming was done by any other person other than themselves or themselves. A good percentage (79%), which represents thirty-seven respondents, admitted that the English personal names they bear were given by persons other than themselves. These persons range from parents, guardians, aunts, uncles to siblings. The rest (ten respondents), which represents 21% of the study population, gave themselves the English names they bear.

This is in consonance with Lee (2001) who said that some people gave themselves fancy names, expressing a desire for uniqueness. Based on this, one can speculate that increasing professional life, media and other forms of popular culture must have given rise to the proliferation of names which are either English or sound like English. Certain general development can be observed with the trend of English names present among the Izon people in UAT. The concept of modernization is the main thing. Others could be personal taste, which is based on existing cultural practices and beliefs that may shape the existing fashions and the future ones as well. Thus, the English names are integrated to existing names or they are used alone depending on the context. As it is evident, fashion and aesthetics have gained prominence.

The English name phenomenon can be traced to the oil workers who worked in the environment. Their interaction with the oil workers, who in most cases were rich and had to spend money carelessly to the admiration of the people contributed greatly to the giving of English names. Some of the indigenes who loved their

financial strength gave their names to their children.

Persons with English names project them to the detriment of the native names while those without English names give themselves English names and also give prominence to them. There are cases where some names are only borne in some environments. Anyone who calls the right name in the wrong environment remains unidentified and the wrong name in the right environment also remains unidentified. This is a case of dual identity as a result of English names. Some persons whose English names were given by others order than themselves still had to change to cuter ones. The reason is not far-fetched. English and English person names enjoy the pride of place among the Izon speakers, since it is associated with education, social and economic advancement. This contributes greatly to the hybridity of cultures and identities.

The names given by the respondents in course of the study are stated below in a tabular form. The essence of the table is to display the correct transcription and stress pattern of the names given. The manner the English names were pronounced by the bearers of the names were recorded and transcribed as well. The stress patterns are also stated. Some of the respondents gave more than one name but only one was taken for the sake of analysis. This is to enable the researcher identify the accent with which such names were being pronounced.

Table 1:

S/N	Name	English Transcription & Stress	Izon Transcription & Stress
1	Beatrice	['bi:tris]	['bia'tris]
2	Jack	['dʒæk]	['dʒæk]
3	Abigail	['æbəgeil]	[a:bi:'gel]
4	Daisy	['deizi]	[de'zi]
5	Clara	['kla:rə]	['kla:'ra:]
6	Esther	['estə]	[es'ta:]
7	Deborah	['debərə]	[de'bora:]
8	Diana	[dai'ænə]	['daina:]
9	Joy	['dʒɔi]	['zoyi]
10	Faith	['feio]	['feit]
11	Stella	['stelə]	[ste'la:]
12	Josephine	['dʒəʊsəfi:n]	['dʒose'fi:n]

13	Margaret	[ma:'gret]	['ma: gi:'reti]
14	Dorothy	['dɔrəθi]	['dɔra:'ti]
15	Carol	['kærəl]	['ka:'rɔl]
16	Alice	['ælis]	['a:'li:s]
17	Amelia	[ə'mi:liə]	['a:'mi:liə]
18	Betty	['beti]	['be'ti:]
19	Angela	['ændʒələ]	['a:n'zela:]
20	Gabriel	['geibrɪəl]	['ga'bireli]
21	Elizabeth	[ə'lizəbæθ]	['eli'zabet]
22	Joseph	['dʒəʊsəf]	['dʒo'sefu]
23	Benjamin	['bendʒəmin]	[ben'dʒa:mi:n]
24	Daniel	['dænjəl]]da:'niel]
25	Bryan	['braiən]	[brai'ja:n]
26	Charles	['tʃa:lz]	['tʃa:'li:]
27	Austin	['ɔstin]	['ɔstin]
28	Anthony	['æntəni]	['a:n'toni:]
29	William	['wɪljəm]	[wi:'liamu]
30	Frederick	['fredərɪk]	[fre'dri:k]
31	Cheerful	['tʃiəfəl]	['tʃiəful]
32	Blossom	['blɒsəm]	[blo'zɒm]
33	Henry	['henri]	[en'ri]
34	James	['dʒeɪmz]	['dʒeɪms]
35	Mason	['meɪsən]	['me'zin]
36	Robert	['rɒbət]	['rɒ:'bɔ:t]
37	Kingston	['kɪŋstən]	['kɪŋ'sen]
38	Maxwell	['mækswel]	['ma:k'swel]
39	Walter	['wɔ:l'tə]	[wɔ:l'ta:]
40	Nicholas	['nikələs]	['ni'kola:s]
41	Sebastian	[sə'bæstʃən]	['sa:ba:'stin]

The data above is a revelation of the accents obtainable from the so-called English name bearers. It is crystal clear that the accents observable from the respondents are different from the English pronunciation. A lot of the sounds are pronounced differently and the stress pattern is also different. Taking a look at the first name in the data, “Beatrice”, the stress is on the first syllable [bi:tris] and the sound immediately the first consonant /b/ is a close, front vowel while the other has placed the stress on two different syllables. The first stress is on the first syllable while the second one is on the second syllable, [bia'tris]. Thus, one name has two stress marks and this makes the pronunciation quite different from

the origin of the name. The sound that comes after the first consonant /b/ is a diphthong. The outright wrong use of stress and sound is bound to give a strange accent.

The third item in the data is “Abigail”. A close examination of both transcriptions reveals the shortfall in stress and sound as well. The correct stress is placed on the first syllable [ˈæbəgeɪl] whereas the wrong one is placed on the third syllable, [a:bi:ˈgɛl]. The sound difference is also obvious. These are the things that account for a difference in accent. It is true that every language is spoken with an accent but this is a case where the native sometimes find it difficult to understand as a result of the strange accents in the pronunciation of personal names borne by the Izon people.

The entire data is anchored on the same premise as the example analyzed though with divers positions of stress placement and sounds, especially with the vowel sounds. A few consonant sounds are also interchanged, particularly the dental fricatives, /θ/ and /ð/. The following names, “Faith”, “Dorothy” and “Elizabeth” in 10, 14, and 21 in the data, have the voiceless dental fricative /θ/ in different environments but they were replaced with the voiceless alveolar plosive /t/ as shown: [ˈfeɪθ],[ˈfeɪt], [ˈdɔrəθi], [ˈdɔrə:ˈti], [əˈlɪzəθəθ], [ˈeliˈzabet]. In “Blossom”, the voiceless alveolar fricative is interchanged with the voiced counterpart, [ˈblɒsəm][bloˈzom]. The stress placements are also different. The serial number 9 in the data is also remarkable as “Joy” ,[ˈdʒɔɪ] is pronounced [ˈzɔɪ]. This is a case of interchanging the voiced alveolar fricative /z/ for the voiced palato-alveolar affricate /dʒ/.

This trend appears to be more or less nativizing the borrowed English person names. The name bearers admire the names but lack the ability to pronounce them with the proper accent. This does not seem to be a problem because the environment accepts whatever accent the name bearer gives it.

This occurs as a result of the difference in the sound systems of the two languages. Also, English language is a language that has stress while Izon is a tonal language. Thus, its possible for the native speakers of English to hear an English name and not be able to identify the name as a result of the disparity in pronunciation.

Summary of Findings

The following findings were made. It is apparent that English names are enjoying a certain popularity, with increasing tendency

amongst the IZONS in UAT. About 80% of the respondents bear English names either as first or middle name. Almost 79% of the English names were given by parents while 21% gave themselves the names.

This might not be unconnected with the fact that people tend to identify with the use of English and all the social characteristics associated with it. Influence or interaction with oil company workers who are rated very high because of their financial strength as pedals some to give English names to their children. Neurological constraints associated with brain development appear to be one of the causes of accents amongst them. The influence of the IZON language also seems to contribute to the observed accents.

Conclusion

Linguistic features are transferred from one language to another as a result of language contact, personal names inclusive. Quite a good number of UAT students bear English names which are either given by parents, guardians, siblings or self. It shows the place English occupies among the IZON people, where everyone is struggling to ensure that an English identity is attached to his/her identity. The accents with which these names are pronounced are nativized. Accents are processes sensitive to linguistic environment. Thus, this study concludes that accents within and beyond borders affect the pronunciation of English names amongst the IZON speakers.

Recommendations

- The study recommends that the IZON people should pay attention to the pronunciation, not just of English names but also of words in general.
- This can be done with the aid of the internet and the new media.

Contribution to Scholarship

This study has contributed to the body of existing knowledge. It has also contributed to the investigation of accents on English personal names by integrating perspectives from contact linguistics.

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Exploring the Nexus between Human Resource Management Practices and Job Commitment among Staff of Private Universities in Southeast Nigeria

By

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Abstract

One of the important elements for employees' organisational commitment is the nature of Human Resource Management Practices (HRMPs) existing within the organisation. Yet, the influence of HRMPs has not been empirically investigated particularly within the context of the University system. This study was therefore positioned to investigate the influence of HRMPs on employees' organisational commitment in selected private Universities within the Southeast Nigeria. The study adopted the descriptive correlational survey research design. The sample size for the study was 195 employees comprising of 83 males and 112 females, who were selected across the academic and non-academic staff categories through the self-sampling technique. Data for the study were collected through a web-based questionnaire administration which measured the two variables introduced in this study. Data collected were processed using the Statistical Package for Social Sciences (SPSS) software package version 26. Descriptive statistics including frequency count and simple percentage were used to analyse the socio-demographic variables and presented using tables and charts, while the research question was answered using the linear regression analysis in order to determine the influence of HRMPs on employees' organisational performance. Findings of the regression model showed that HRMPs statistically significantly influenced the organisational commitment of employees within the selected private Universities. The study therefore recommended among other things that, the need for management of private Universities to engage competent human resource personnel who can design appropriate programs and practices that could ensure employees' commitment to their organisations.

Keywords: employees, commitment, human resource, practices, private universities

Introduction

One of the important elements for employees' organisational commitment is the nature of Human Resource Management Practices (HRMPs) existing within the organisation. HRMPs have been described as the practices, systems, and policies that influence the behaviour, performance, and attitudes of employees (De Cieri et al., 2008). It often entails patterns of selecting human resource needs, practices regarding addressing safety and health issues of employees, employee recruitment practices, training practices, reward and compensation, appraisal systems, creation of conducive working environment (Saifalislam, Osman & AlQudah, 2014), among others. HRMPs are very vital considering the fact that it is the major organisational mechanism that ensures the conduciveness as well as the welfare of the employees. Thus, while positive HRMPs promote a conducive atmosphere that could influence the commitment of employees and promote organisational efficiency, negative HRMPs do the opposite.

It has been established within extant academic literature that HRMPs have a link with various employee and organisation variables. For instance, HRMPs and employee job satisfaction (Bastida, Marimon & Carreras, 2018; Maimako & Bambale, 2016), HRMPs and employee turnover (Ozolina-Ozola, 2014), HRMPs and organisational performance (2021), HRMPs and employee retention (Imna & Hassan, 2015), among other studies. This present study is however interested in exploring the relationship between the nature of HRMPs and employees' organisational commitment, which seems to be a scanty area within the extant empirical researches on organisational behaviour.

This research direction is important for this present study because employee organisational commitment has been described as one of the important organisational variables that promote overall productivity of organisations (Oyewobi, Oke, Adeneye & Jimoh, 2019). It refers to an individual employees' sense of attachment and loyalty to his or her organisation (Kessler, 2013). Employees' organisational commitment is often measured when they are willing to exert effort to achieve their organisational goals, and when they desire to maintain their connection with the organisation (Kessler, 2013). However, employees' commitment to the organisation does not occur in a vacuum, rather certain variables are important in explaining employees' organisational

commitment, of which, the nature of HRMPs could be one of them. Previous studies have shown that employees' who are satisfied with the nature of their organisations' HRMPs are often motivated and tend to commit passionately to their organisational goals, while those who are dissatisfied with the HRMPs are often demoralized and tend to shy away from the organisational goals (Cherif, 2020).

A scoping review through various research databases such as Google, PubMed, Science Direct, JSTOR, among others, proved that few researches have actually been conducted on the nexus between HRMPs and employees' organisational commitment (Aboramadan, Albashiti, Alharazin & Dahleez, 2019; Jawaad, Amir, Bashir & Hasan, 2019). However, such researches were conducted outside the context of private Universities; besides the studies were conducted in other geographical contexts outside the present study area. Hence, within the present study area, there is a gap in empirical research in relation to HRMPs and employees' organisational commitment. Consequently, this present study intends to investigate how the nature of HRMPs existing within the private Universities in the Southeast Nigeria influences the commitment of the employees to their organisations. A study of this nature has the potential of providing information on the policy directions that could enhance HRMPs within the University community, which would ultimately enhance employees' organisational commitment.

Research Question

1. How does the nature of HRMPs influence organisational commitment among employees of selected private Universities in the Southeast Nigeria?

Methods

Participants

This study was conducted among 195 employees (Males = 83, Females = 122) in two selected private Universities within the Southeast Nigeria, who aged between a minimum age of 24 years to a maximum age of 59 years, with a mean age of 35.9 years. The respondents included both the academic and non academic staff within the two selected private Universities. Considering that the study was conducted within an academic environment, all the respondents completed at least the secondary school level of

education which is an indication that all respondent could respond effectively to the research theme. The respondents were selected through self-selection sampling technique in which respondents participated voluntarily in the survey. This is considering the fact that the respondents participated in the study through a web-based data collection system (Google Form data collection tool).

Materials

This study used the descriptive correlational design which according to Sousa, Driessnack and Mendes (2007) helps to describe the variables in a research and the relationships that occur naturally between and among them. In trying to determine the relationship among variables in this study, a web-based questionnaire was developed based on existing literature on the study variables. The questionnaire consisted of two parts – the first part contained multiple response items which were designed to collect information on the socio-demographic characteristics of the respondents. The second part consisted of two sets of questions designed to measure the variables introduced in this study. The first set was titled ‘Human Resource Management Practices Questionnaire (HMRPsQ)’ which was used to measure the nature of HRMPs existing in the selected private Universities. It consisted of 7-items scale that was designed to measure different aspects of HRMPs. The items were designed on 5-point Likert-type response options ranging from ‘1’ – Very poor to ‘5’ – very good. An example of the question is ‘How would you rate your organisation in terms of: i) providing security to employees?’ with response options of 5 – very good, 4 – fair, 3 – neither good nor poor, 2 – poor, and 1 – very poor. The second set in the second part of the questionnaire was titled ‘Employees’ Organisational Commitment Questionnaire (EOCQ)’. It contained 9-item scale designed to measure employees’ organisational commitment. The items were equally designed on 5-point Likert scale response options ranging from ‘5 – strongly agree, to ‘1’ – strongly disagree. An example of the items is ‘I am willing to put in a great deal of effort to help achieve the goals of this organisation’; with response options of 5 – strongly agree, 4 – agree, 3 – undecided, 2 – disagree, and 1 – strongly disagree.

Procedure

The instrument was administered to the respondents through different social media groups for the staff of the selected private

Universities. First the researcher was able to get insiders persons in the two selected Universities who linked him up with the social media group administrators for the Universities' staff. After linking with the administrators, the researcher expressed the research his research intention as well as seeking their help in uploading the survey link to their various groups. In all, three different social media groups including Whatsapp, Telegram and Facebook were identified and used for data collection. Research confidentiality was guaranteed through the help of the groups' administrators who assured them the questionnaire link was authentic, as well as giving them the confidence that the research was purely for academic purpose. This was however, supplemented by the letter contained in the introductory part of the online-questionnaire, which informed them about the purpose of the research and equally informed them that the research was purely for academic purpose. The response time for the questionnaire was approximately 10 minutes. In order to avoid multiple entries, the questionnaire was customised in such a way that only one instance of data entry can be submitted by each participating respondent, which means that each respondent was allowed to complete the survey only once. Considering that data collection was online-based, a timeline of two weeks was set for the data collection process, after which any other entry was discarded. Thus, only data entries or responses obtained within the set timeline were used for data analysis. At the end of data timeline, only 195 data entries were obtained and used for data analysis. Data obtained in the original Excel format were transformed into Statistical Package for Social Science (SPSS) data format, which allowed flexibility in process all the relevant data.

Data Analysis

Data analysis in this present study involved first, descriptive analysis of the socio-demographic variables using frequency count and simple percentage and presented in a composite table. Thereafter, the research question was answered using the linear regression analysis. Using the 'compute' function in SPSS, responses obtained from the seven items measuring HRMPs were summed to form a single variable. Likewise, same process was repeated for the nine items that measured employees' organisational commitment. This facilitated the cross tabulation of the two variables in order to test the relationship between them

Results

Table 1.

Socio-demographic Characteristics of the Respondents

Variables	Frequency	Percent
Sex		
Males	83	42.6
Females	112	57.4
Total	195	100.0
Age Categories		
27 - 32 Years	15	7.7
33 - 38 Years	44	22.6
39 - 44 Years	21	10.8
45 - 50 Years	84	43.1
51 - 56 Years	31	15.9
Total	195	100.0
Marital Status		
Single	56	28.7
Married	105	53.8
Separated	11	5.6
Divorced	10	5.1
Widowed	13	6.7
Total	195	100.0
Educational Qualification		
Secondary School	18	9.2
Tertiary (Diploma)	55	28.2
Tertiary (Bachelors)	45	23.1
Tertiary (Post-graduate)	77	39.5
Total	195	100.0
Employees' Category		
Non-Academic Staff	116	59.5
Academic Staff	79	40.5
Total	195	100.0

As contained in table 1, female respondents (57.4%) were more represented in the study compared to the proportion of males (42.6%) that participated in the study. The median age of the respondents was 35 years, with those aged between the ages of 45-50 years constituting majority (43.1%) within the population. Slightly above half proportion (53.8%) of the respondents was married compared to about a quarter proportion (28.7%) of them who were single. In terms of education, the largest proportion (39.5%) of them attained up to the Post-graduate level. This is not quite surprising since this study was conducted within the academic environment. However, the non-academic staff

constituted majority (59.5%) of the respondents compared to a slightly lower proportion (40.5%) of the academic staff.

Table 2 presents the result of the regression analysis which was run to answer the research question.

Table 2.

Regression analysis showing the influence of HRMPs on Employees' Organisational Commitment

Model		Sum of Squares	df	Mean Square	F	Sig.	R ²
1	Regression	66.403	1	66.403	7.942	.005 ^b	.035
	Residual	1613.731	193	8.361			
	Total	1680.133	194				

a. Dependent Variable: Organisational Commitment

b. Predictors: (Constant), HRMPs

Table 3.

Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.593	1.250		13.274	.000
	HRMPs	.192	.068	.199	2.818	.005

a. Dependent Variable: Organisational Commitment

In the regression model, the dependent variable (Employees' organisational commitment) was regressed on the predictor variable (HRMPs) in order to predict the relationship between the two variables. Result of the test showed that HRMPs statistically significantly influenced employees' organisational commitment, $F(1, 194) = 7.942$, $p = .005$. However, the R^2 value was .035, which indicates that the model only explains about 3.5% variability in the dependent variable (Employees' organisational commitment).

Conclusion/Recommendations

The important of HRMPs to the organisational commitment of employees cannot be overemphasised. This aim of this study was to investigate the nexus between HRMPs and organisational commitment among employees of private Universities in the

Southeast Nigeria. This study has successfully described the influence of HRMPs on employees' organisational commitment within the context of private Universities in Nigeria, with particular reference to the Southeast Nigeria. This is an addition to the extant empirical researches on organisational management with specific reference to the University context. This study was also envisaged as a good step in the right direction to establishing the fact that HRMPs is very important for the promotion of employees' organisational commitment, which is a panacea for the overall organisational productivity. Based on the findings obtained from this study, it is concluded that the nature of HRMPs existing within the private Universities in the Southeast Nigeria, has a serious implication on the organisational commitment of the employees. This reinforces the fact that positive HRMPs are panacea for the commitment of the employees towards their organisational goals. Employees who feel satisfied with the HRMPs are likely to commit themselves to the organisational goals, whereas, those who feel dissatisfied with it are likely to be less committed to their organisations. Given the challenges associated with the HRMPs within the Universities' environment in Nigeria, which often create negative feelings for the employees, it is important that steps are taken to ensure that the human resource departments in various private Universities in Nigeria, particularly within the Southeast Nigeria are repositioned to align with the current global practices in human resource management. Based on the foregoing, the following are recommended:

1. There is need for management of private Universities in Nigeria, particularly within the Southeast zone, to engage competent human resource personnel who can design appropriate programs and practices that could ensure employees' commitment to their organisations.
2. There is equally need for the human resource department of private Universities to understand the different aspects of HRMPs that favour both the employees as well as the overall organisational growth, an design policies that could incorporate such aspects into the HRMPs within their organisations.
3. Steps need to be taken by the human resource department to address the unpleasant issues in the HRMPs particularly in the areas of health, compensation, flexible tasks and professional development.

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Revisiting Critiques of Socialist Realism in Selected African Novels

By

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Abstract

This work examines prevailing critiques of socialist realism in selected African novels using Ngugi's *Petals of Blood*, Chinua Achebe's *A Man of the People* and Iyayi's *Violence, The Contract and Heroes*. The underlying fact in the choice of these literary works is premised on the struggle for power and political relevance as reflected in these selected works. The works show that the doctrine of socialist realism suggests that change in society is historically necessary and inevitable. Also, realists agree that those problems can be overcome only by the liquidation of the capitalist state, hence, it does not at all subscribe to reformism; rather it opts for a revolutionary change in society

Keywords: critique, literature, socialist realism, society

Introduction

Socialist Realism: An Overview

Socialist realism is a form of realist art and literature dated to the defunct Union of Soviet Socialist Republics (USSR) in the 1930s. The socialist realism movement became significant at the end of World War II. It is associated with the communist approach which is rooted in the belief of a classless society of abundance and freedom in which all people enjoy equal social and economic status. It is widely held that communism is an offshoot of socialist realism. In modern form, communism grew out of the socialist movement of 19th century Europe. The approach of Karl Marx and Friedrich Engels adopted a 'scientific socialism' in order to see socialism as merely an intermediate stage of society in which most industry and property are owned in common but some class differences remained. Socialist realism is a style of art, fiction, movies and plays which describes the daily life of workers and

poor people. The weakness of the Socialist Realist movement—its attempt to impose a political pattern on creative writing, its denial of themes arising from contemporary conflicts—resulted partly from the stranglehold of the Stalinist regime.

Socialist Realism in Literature

The doctrine of socialist realm as a descent and integral part of Marxism no doubt sees change in society as historically necessary and inevitable where major class conflicts exist. The modus operandi therefore will be for the working class to put up a collective and fierce fight against the bourgeois class in consonance with Karl Marx and Frederick Engels assertion in the Manifesto of the Communist Party (1888) that:

The history of all hitherto existing society is the history of class struggle. Freeman and slave, Patrician and Plebeian, Lord and Serf, guild-master and journey man in a word, oppressor and oppressed, stood in constant opposition to one another, carried on an uninterrupted now hidden, now open fight, a fight that each time ended, either in a revolutionary reconstitution of the society at large, or in the common ruin of the contending classes (35-36).

There were the patricians, plebeians and slaves in the former, and feudal Lords, vassals, guild-master, journeyman, apprentices and serfs, in the latter. Hence, the modern state is taking after the Feudal society, as it does not attempt to do away with the class conflict. Instead, it has intensified the rifts and cleavages by introducing new methods and conditions of oppression, in place of the old types. Thus Marx and Engels say that: ‘Society as a whole is more and more splitting up into two great hostile camps, into two great classes directly facing each other’ (36).

Marx and Engel’s assertion becomes clear and convincing when one looks critically at the present class structures in emergent African nations like Nigeria, Kenya, Senegal, etc. The eighty percent (80%) who live below the breadline standard wallow in penury with little or no hope of a better tomorrow under the existing system but the rich who are in the minority have more than enough to eat.

The society is stratified into opposed class groups which are in mutual distrust of each other. This is what the socialist realist artist who is bent on exposing and, in fact, presenting the working class struggle. A Nigerian critic, Omafume Onoge (1978) elaborates

that:

The socialist realist artist or intellectual for matter – shows the world as changeable. And because of his historical materialist outlook, his prospective vision is a positive statement on behalf of the revolutionary aspirations of the exploited class (125).

Ngugi Wa Thiong'o in *Petals of Blood* shows the workers led by the militant trade union leader, Karega, clamouring for higher pay. This action goes to buttress the argument that socialist realist writers have an unflinching trust in the peasantry and the working class. The socialist realist artist is also concerned with the nature of capitalist relations and looks at them in historical perspective. This is exemplified in Sembene Ousmane's *Gods Bits of Wood* where the author fictionalises the railway workers strike of October 1947 – March 1948, along the Niger – Darkar railway line and celebrates the victory of ordinary railway workers.

Chinua Achebe in *A Man of the People* exposes the political life which seems to be the vicious circus of degeneration with little hope of regenerative capacity in Nigeria of the first Republic. It is the society in which the centre does not hold and things fall apart (to borrow the title of another of Achebe's novel). The learned youths who feel embittered at the turnout of events in their country connive to form a party for the commoners and lay people in order to fight the existing party.

Socialist realism advocates the necessity for collective action and enterprise while the role of the individual, as a leader, is demystified. Socialist realist artist names the existing reality capitalism – from which other ills in society like bribery, violence, poverty, rigging of election, thuggery, nepotism emanate. A socialist realist perspective accepts that these obstacles to progress can be overcome only by the dissolution of the capitalist state. Socialist realism introduces a new element, the ability to seize upon life in its revolutionary movement and to form the minds of the readers and spectators, that is, in the spirit of socialism.

Socialist Realism in Ngugi's *Petals of Blood*

Ngugi Wa Thiong'o in *Petals of Blood* seems to ask what independence on which people have reposed so much confidence has brought for them. For him, the independence movement has been betrayed. The hopes of the peasants and workers for whom the war was fought have been shattered. They have been further

alienated from the land – the source of life and vitality. The land has been stolen and converted for the promotion of big capitalist business, by an emergent Kenyan entrepreneurial middle class, in collaboration with international finance capitalists. Ngugi seems to side with the peasants and workers who are constantly oppressed and betrayed by the bourgeois class in Kenya, Africa at large. The bourgeois class is the class of Africans or people that exploit the masses, in collaboration with foreign capitalists or firms. Killam quotes Ngugi at confirming that:

All writers can do is to really try to point out where things are wrong, says Ngugi. But fiction should be firmly on the side of the oppressed. Fiction should firmly embody the aspirations and hopes of the majority – of the peasants and workers (97).

This is what *Petals of Blood* exposes in epic proportions. Thus, the novel, typical of its socialist realist outlook, plays down on individual leadership. The novel has characters that represent all facets of a social community. While the three African directors clearly represent the ruling class in neocolonial Kenya, we have Abdulla, Karega and Wanja as the representative of the Kenya peasantry. Munira, who is an ambivalent and a vacillating character represents the confused Kenyan who is wavering.

At the beginning of the novel, these four major characters who met by chance in Ilmorog are suspected of murdering the former mentioned African directors of the Theng'eta Breweries in Ilmorog. I suppose what prompted the murder of the three men is the cause of the unfolding lot of the novel. The different motivations for the murder are: as a result of their nefarious activities in the past and present to the detriment of Wanja and Karega and in order to eliminate this petty-bourgeois class.

Godfrey Munira is the son of a rich and successful entrepreneur – Ezekiel Waweru, who made his money by collaboration with white settlers and the sale of land left by the settlers. Munira stands out in an aggressively successful family as a mere schoolteacher. Hence, according to the novel:

It pained Munira that he still depended on his father or a place in which to set a home. He has always thought of striking out on his own, but he had remained circling around his father's property without at the same time being fully part of it. This was unlike the more successful brothers (13).

Munira is important in terms of the political insights offered in the novel. He represents the confused Kenyan who is unsure of his position, whether to be a committed Kenyan or follow his father's footsteps. This conforms to Marxist scholars' assertion that the petty-bourgeois are the most unreliable class in political terms. Hence, Munira is of political ambivalence because throughout the novel, he is undecided even to choose between aligning with the petty-bourgeoisie or to identify with the peasants. He later clings to evangelism which is presented in the novel as a form of escapism but this does not seem to be a solution as envisaged by the author.

Abdulla, another major character came to Ilmorog to escape from the disillusionment in neocolonial Kenya. As an ex Mau-mau guerilla fighter and nationalist, he lost a leg which is testimony to a betrayed generation of honourable men who forsook the comforts of home and braved hardship of the forest in order to rescue their homeland from shameful oppression. But the rewards of independence and its blessing do not come his way, and he blames it on the capitalist existence in his society as he wonders in the novel:

...how was it that a boss who never once lifted a load, who never once dirtied himself could still live in a big house and own a car and employ a driver and more than four people only to cut grass in the compound? (136).

He consoles himself by possessing a donkey and a cart, referring to the donkey as his other leg. He becomes a rallying force in the trek to the city, sustaining others by sheer resourcefulness in spite of his disability. And his crippled leg is a manifestation of the grotesque realities of the post-independence era. Thus Ngugi presents him as a gallant figure who links in his private history the heroic past of the Mau-mau uprising against imperialism, and the inglorious present which he nevertheless leads us to feel is just beneath the surface, alive with positive human potentials.

Wanga, the female character struggles against the cruel forces in neocolonial Kenya. She is a typical character and a girl from a poor rural background, who cannot make it through education due to her predicament of pregnancy as a girl thus the problem of sexual oppression is elaborated through her as she is seduced by Kimeria, who later abandons her to suffer. Her adaptable and buoyant nature saves her and she survives to repay those who have abused her as an instrument of retribution, which is later culminated by fire.

Karega typifies the landless peasantry in neocolonial Kenya, and represents an important but disposed section of Kenyans who are economically and socially insecure. This is shown as Karega's mother was a squatter on Munira's father's land. Astonished by the capitalism and materialism Karega finds around him with their attendant problems, he opts for a proper and equitable reorganisation of their society. He becomes obviously a mouthpiece for Ngugi to put across his socialist message, he becomes a militant agitator relentlessly mobilising the workers and peasants for a new and democratic world to be realised.

Karega is Ngugi's prototype of the oppressed poor, who learns to resist their oppression and envisages the reconstruction of society. He is therefore, the authentic revolutionary figure, making fertile the dormant soil. One who points the way to the possibility of a better future. The one who leads the other key characters to rouse Ilmorog from lethargy of despair, invoking the collective will, the spirit of solidarity and a common destiny by which the tribe sustained itself in past ages. So the village undertakes the great journey to the town to seek deliverance from natural disaster and human neglect. Ironically, the journey is the ultimate cause of the annihilation of old Ilmorog, for the new Ilmorog which rises in its place is the complete negation of everything the old village has stood for, a transformation for which the petitioners had not bargained.

Clearly for Ngugi, small successes by lowly members of society in their perpetual conflict with those who seek to over master them are of immense significance. He builds such incidents carefully into the text and celebrates them. There is no reason to doubt that he has been influenced by the socialist realism doctrine of the historical inevitability of the ultimate triumph of those who have traditionally been oppressed, and through it expresses an optimistic faith in a future egalitarian social order. Hence, beyond the pillorying of human wickedness and the tragedy of human debasement, the novel asserts a great hope that the mass of humanity will in time prevail over the malignity of the privileged few. Shama in 'Ngugi's *Apocalypse*' asserts that '*Petal of Blood*' is Marxist in its portrayal of alienation and of socioeconomic factors which contribute to this alienation (313). Therefore, Ngugi adopted this ideology socialist realism explicitly in his novel *Petal of Blood*.

Socialist Realism in Chinua Achebe's *A Man of the People*

The prominent Nigerian writer in his novel, *A Man of the People*, explores to a reasonable extent the adoption of socialist realism. He relates from the viewpoint of an Igbo graduate Odili Samalu, the satire of corruption and power struggles in an African State in the 1960s. The central characters are the ruling class as represented by the Minister of Culture, Chief M.A. Nanga and his mates like Chief Koko as opposed to the vibrant, ambitious but neglected professionals like the narrator and teacher Odili Samalu, his lawyer friend Maxwell Kulamo, Eunice (Max's fiancée) and other intellectuals who have the intention of drawing the workers and the so-called peasants into their party called the Common People's Convention (CPC). Hence, according to the novel, when Odili enquires why their party should be made of professional men and women, Max replies:

That is not entirely accurate, Odili. What you see here is only the vanguard, the planning stage. Once we are ready, we shall draw in the workers, the farmer, the blacksmith, the carpenter ... (88).

The young lady lawyer and fiancée to Max continues thus:

...And the unemployed of course ... the great revolutions of history were started by intellectuals, not the common people, Karl Marx was not a common man; he wasn't even a Russian. (88-89).

The above calls to mind, therefore, that the writer has his bedrock ideology as socialist realism which emphasises the literature which is inextricably linked with the working class movement. Although Odili stands against the government because of his personal interest – revenge – as a result of Chief Nanga's sleeping with his girlfriend, more than as a result of ideological reason, but the friend and founder of CPC – Maxwell Kulamo – has an inept reason to create a new party for the poor in opposition to the ruling party. His intention is modest and typical of socialist realism. He refers to Nanga as a capitalist when he learns from Odili that he was staying with him, during his complain over telephone installation delay. He says:

I have been on the waiting list for a telephone for two months, you see, I have not given anyone a bribe and I don't know any big gun ... so you have been staying with that corrupt, empty-headed illiterate capitalist, sorry – o (83).

Although there is no physical combat that ensued between the ruling class and the lower class representative parties, the mere challenge the new party poised to the ruling class brought confusion in the midst of the ruling class. Hence, Chief Nanga finds it so uncomfortable competing with Odili from his own town and he damns the shame, sums up courage and approaches him in his own home, mindless of the insult Odili gives him, and at Odili's father's chagrin, Chief Nanga calms him: 'Don't worry about Odili sir. If a young man does not behave like a young man, who is going to?'

He eventually offers him two hundred and fifty pounds for him to step down and also a scholarship to study abroad. Odili turns down the offer and persists in his struggle to overthrow the corrupt politician despite the fact that he nurtures his failure at the back of his mind, he is not deterred. That is a socialist spirit – to persist in the struggle whether or not there is chance for success. Every effort made towards overthrowing capitalism is worth the strength.

Chief the honourable M.A. Nanga personifies the sharing of the national cake – the philosophy of consumerism. Despite the struggle to overthrow the P.O.P without success, the C.P.C does not relent as, in the end, Odili is beaten up by the party thugs, Maxwell Kulamo dies as a sacrificial lamb for the ignoble political system. But the victory that comes, though a sour one, still indicates an emergence of a new nation. Thus Chief S.I. Koko is killed by Eunice (Max's fiancée) after Max is knocked down by one of Chief Koko's jeeps. Chief Nanga is arrested while intending to run away disguised as a fisherman; the army takes over the government. The impact of the commoner's party brought the downfall of the giants.

Socialist Realism in Iyayi's Works

Another Nigerian-born writer, Festus Iyayi, in his three novels, *Violence*, *The Contract* and *Heroes*, as well as his collection of short stories *Awaiting Court Marital*, exposes the abject penury and disenfranchisement that constitute the social reality of the majority of Nigerians. In language that is often vitriolic and stinging, Iyayi's protagonists potently display his contempt for the rampant corruption that straggles contemporary Nigeria. Business persons, politicians, generals and other officials hoard the

country's wealth and power at the expense of the working class. This base depravity of the ruling class manifests itself in various forms and ultimately trickles down to the ruled class. In each of Iyayi's novels, the real tragedy is that those of the ruled class are either forced or coerced to absorb their oppressor's abuse. They in turn release their anger and frustration not upon the deserving ruling class, but amongst themselves. Iyayi, however, does weave threads of hope within each of his narratives via truculent calls by the main characters to defy their oppressor's en masse and fight for their civil rights as well as for the future of their country. Also driving Iyayi's political critique is a profound acceptance of humanity's fragility and frailty. Especially in *Awaiting Court Martial*, Iyayi displays an uncanny ability for capturing the details of his character's troubled psyches through crisp metaphors and often-naturalistic imagery.

'Violence' usually connotes physical abuse, but in his first novel, *Violence*, Iyayi redefines it as a continual, demoralising structure that eliminates hope, pride, self-esteem, health and the ability to live independently. Having to always rely on borrowed Naira from those who are more fortunate leaves deep scars of shame and guilt. Iyayi's *Violence* creeps into the corners of the pneuma of the lower classes, the have-nots and renders them helpless against the socio-political machine powered solely by money, corruption and privilege.

Obofun and Queen exemplify Nigeria's corrupt, monied class. Obofun makes his millions by winning coveted building contracts through his connections in the government and through the relinquishing of percentages of the contracts' total worth to those who award them. His wife, Queen, sleeps with other men to get what she wants – namely: supplies, which are otherwise expensive and scarce for her hotels. When Idemudia, a typical, destitute labourer is fortunate enough to find work, the conditions at the site are deplorable. If he wants to keep his job and be able to feed himself and his wife, Adisa, then he has to swallow the maltreatment. If he chooses to fight the system, to organise the workers against his boss, Queen, and to ask for higher wages and better conditions, then he risks being fired and subsequent starvation.

One of the most effective passages in *Violence* is a series of lines from a play performed at a local hospital. Iyayi utilises this

poignant and very effective device to convey his definition of violence. Idemudia witnesses this play, is educated and inspired by the actor who denounces violence and advocates resistance, and then leads his co-workers in threatening to strike for better wages and conditions.

Iyayi's writing continues to be mordacious and gripping in his second novel, *The Contract*. The main character, Ogie, returns to Benin after an absence of four years and is amazed and disgusted at how quickly and completely the city has decayed. There is filth and chaos everywhere. He learns that the government awards contracts for building hospital, roads, and low-cost housing, then demands percentages for awarding the contract. This practice leaves little or no money for building the structures the contract was for resulting in inferior and often abandoned projects. The people of Benin live in squalor while a few wealthy, corrupt officials get fatter. Anything can be bought or sold. Men will even offer their wives for a favoured change at winning a contract, or lie, cheat and even kill for fortunes. Like Idemudia in *Violence*, Ogie's abomination of the stark contrasts of wealth and poverty in his hometown is potently conveyed. He swears he will fight the system of which even his father is a part. He takes a job at the council and soon finds himself tortuously torn and confused over right and wrong. He continues to reaffirm decent convictions but eventually compromises his values to become 'corruption with a human face.' He decides he cannot beat the system entirely, but can take the money he receives from the contract percentages and invest it in Benin and local businesses, rather than hoard it in a Swiss bank account.

Heroes, Iyayi's third novel is set against the background of Nigeria's Civil War in the late 1960s. As in his previous work, Iyayi's style is forceful and bold. Once again, he cries out against the injustice in Nigeria through well-crafted characters and electrifying writing.

Osime is a journalist who supports the vociferous calls for a united Nigeria and those denouncing the Biafran soldiers and exalting the Federal troops. He sees the Federal troops as the saving force for Nigeria. But when the Federal troops shoot and kill his girlfriend's father without cause in cold blood, he begins to realise that there is more to the war than he had originally thought. Osime quickly sees that even though the Biafran and Federal troops commit wretched

crimes, the generals and the officers are the real enemies of the people of Nigeria. The soldiers have learned to become murderers from the military officers. They are merely instruments of destruction under the orders of officers who seek power, territory and fortune. In its critique of the generals and military power, therefore, the novel offers a useful analogy for unveiling the hypocrisy and self-interest that lie hidden behind bourgeoisie ideology. Osime's solution is the formation of a third army; one that fights the greedy politicians, businesspersons and generals. A total revolution, powered by the third army could eliminate the corrupt officials reigning at the top of all sectors of Nigerian society and replace it with rule by those who love the land, work the land and therefore respect it and its inhabitants.

Iyayi's criticism of Nigerian society is relentless in all three novels, but among the dire revelations and depressing reality of the polarities of privation and opulence in Nigeria, he offers an encouraging creed for social change. A people are never conquered; defeated, yes, but never conquered.

The collection's fifteen stories create a gallery of tortured souls, poignantly imagined and rendered visibly luminous by Iyayi's piercing psychological descriptions. As in the novels, the main character's crisis, no matter how unique or personal, often reflects the political chaos and social disintegration of the nation at large. For example, the opening story, 'Jegep's Madness', is about a mutually destructive marriage that ruinously ends a rich bureaucrat, Mr. Throttle Cheat-Away, offers the husband advancements only so that he can rape the wife. The title story, 'Awaiting Court Martial', is a dreamlike, first person confession made by a once-efficient executioner of the state. The doomed soldier did not give the order to shoot his latest victim, his brother, who came boisterously laughing to his own execution. The brother's laughter disarms and ridicules the effectiveness of the mass execution, transforming the marksmen into boys simply 'spitting at the sun.' Uniting the stories are themes also prevalent in Iyayi's novels: political corruption, interpersonal cruelty, the nightmarish threats of kidnapping, murder, home invasion or robberies, psychological obsessions, the power of dreams and folk values, and the political responsibility of the artist-intellectual – a few of the narrators seem to be Iyayi himself.

Conclusion

The doctrine of socialist realism clearly shows that change in society is historically necessary and inevitable. Firstly, there exist capitalist tendencies and practices, and the commoners' urge to free themselves from the shackles of subjugation.

Ernest Fischer admits that socialist realism implies the artist's fundamental agreement, with the aims of the working class and peasants and the emerging socialist world, just as mentioned and explained above. Socialist realism names the existing reality, which is capitalism and goes as far as exposing that a capitalist social formation, like all class societies, is inherently based on the exploitation of the majority by the minority. A socialist realist, because of his optimistic note, is determined to combat any passive acceptance of the present political and economic status quo. Moreover he has the peasantry and the working class not ridiculed but rather elevated to admirable level.

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The Effects of Government Expenditure on Human Capital Development and Economic Growth in Nigeria

By

Ogonna Clara Ngangah

Abstract

This study is an evaluation of the effects of government expenditure on human capital development and economic growth in Nigeria. Human capital development is the engine of economic growth not only in developed nations but also in developing countries. No matter the investment a country makes on other areas of development, unless its human capital is developed it cannot experience rapid and sustainable technological and industrial growth. Human capital development entails the acquisition of knowledge and applicable skills by a nation's work force with a view to increasing and maximizing the country's productive and inventive capacity. A skilful and well-equipped human resource is what creates economic growth in any country. This paper appraises the result and impact of government expenditure on the development of human capital in Nigeria and how this enhances or drives economic growth in the country. The paper specifically examines government's recurrent and capital spending on education, health, and on research and development over a given period (1989-2018). The study adopted the ex-post facto research design method because secondary source of data was employed for the study. The paper relied on historical time series secondary data that were collected from the Central Bank of Nigeria's annual statistical bulletin from 1989-2018. The study shows that there is need not only to inject more funds for human capital development through budgetary allocations, but also to efficiently use government expenditure for human capital development in Nigeria.

Keywords: government expenditure, human capital development, economic growth, Nigeria

1. INTRODUCTION

1.1 Background of the Study

Economic-growth and development experts, academics, and researchers generally agree that a nation's human capital development is a crucial and fundamental factor that determines the wealth of the nation and its citizens' standard of living. Technological progress is the main engine of economic growth in the modern world, and it involves human capital development. This is why it has become fashionable for economic

development experts to consider human capital development as a pillar in accomplishing broad economic growth and development (Ehimare, Ogaga-Oghene, Obarisiagbon, & Okorie, 2014).

According to Torruam and Abur (2014), human capital development simply means developing skills, knowledge, productivity, and promoting inventive abilities of people through the process of human capital formation. In this perspective, human capital development is a people's centred approach towards development familiar in most, if not all countries of the world as a driving force of national development.

Human capital could equally be viewed according to Ilegbinosa (2013) as the inherited and acquired abilities of labour with education being the primary source of acquiring these abilities. Thus, education and training are known to be key tools in the development of the human capital stock of any Nation. In a similar vein, development economists consider human capital as consisting of education, health, and other human abilities that can enhance productivity.

From the foregoing, it becomes conspicuously clear that emphasis should be laid on developing human capital since it constitutes the labour force, and a well formed labour force is an asset not just at micro economic level, but also at the macroeconomic level of the nation. Some of the major ways in improving the quality of human resources is through the provision of education and health services to the people. Ehimare et al (2014) concur with Ijaiya and Ijaiya's (2004) opinions that one of the ways human capital could be developed is through health care and migration of individuals and families to adjust to changing job opportunities. This presupposes that to develop human capital, promotion of education and health services must be a priority.

According to NBS 2017, the age distribution of population in Nigeria is as follows: 0-14 (44%), 15-64 (53%), 65 and above (2.7%) out of the estimated population of 193 million in 2017. This shows a young, dynamic, and energetic work force. Imagine if such a workforce is developed and positioned to transform the economy.

Blanco, Prieger, and Gu (2013) submit that much empirical and theoretical work emphasize that research and development (R&D) is an important contributor to economic growth, represented here by the RGDP growth rate. Therefore R&D spending is likely to lead to growth through its positive effect on innovation and total factor productivity (TFP). Aghion and Howitt (1992) stated that Knowledge developed through R&D is non-rival, so that firms can benefit from the R&D investment of other firms, even when they are in different industries or regions.

According to Odior (2011), investing in education results to human

capital formation which could be compared to physical capital and social capital that may eventually contribute significantly to the growth of the economy. Odio concurs with Yogish's (2006) assertion that investing in education guarantees returns in the form of skilled manpower that meet the aspirations of the people through accelerating economic development and improving the quality of the society. On their part, Egbiremolen and Anaduaka (2014) opined that the concept of human capital connotes abilities as well as skills of human resources of a nation, whereas human capital development implies the process of acquiring and enhancing the number of persons with the skills, education and experience that are essential for economic growth and development of the nation's economy.

Other authors including Ejere (2011) view human capital to imply the human factor in the production process and consists of the combined knowledge, skills or competencies and abilities of the workforce. It is only humans in the production process that retain the ability to learn, adapt, change, and are creative as well as innovative.

Equally, in the submission of Basu (2014), technology transfers in the form of collaborations with foreign firms facilitate human capital development. Gardner and Gardner (2012) submitted that, workers who are in good health invariably provide immediate benefits to themselves and to their employers by gaining greater mental acuity, strength, and stamina while on the job.

1.2 Statement of the Problem

Studies in Nigeria that dominate extant literature on government expenditure on human capital development and economic growth emphasize government expenditure on education and government expenditure on health as proxies for human capital development, such as Jaiyeoba (2015); Mba, Mba, Ogbuabor and Ikpegbu (2013), Ogujiuba (2013), etc studies on human capital development failed to include technology as well as research and development.

In spite of government's effort, the level of human capital development in Nigeria as a developing economy remains small considering the level of enormous resources available in Nigeria. As Okafor, Ogbonna, and Okeke (2017) submitted, the fiscal policies and engagement of Nigerian government expenditure have overtime failed to address the necessary human capital development shortfalls within the economy. Equally, in the views of Ehimare et al (2014), available record shows that the Nigerian education sector has consistently received less allocation than advocated by United Nations Educational Scientific and Cultural Organization (UNESCO). Following UNESCO's prescription, the standard funding requirement for education for every country is to allocate at least 26 percent of its annual budget to its education sector. Nigeria spends less than nine per cent (9%) of its annual budget on

education on the average.

The health sector similarly has challenges. According to Ayuba (2014), in Nigeria, almost 70% of total expenditure on health (90% of which is out-of-pocket) is private expenditure. This high level of out-of-pocket expenditure implies that health care has placed a significant financial burden on households resulting to poor health management and consequently leading to poor quality of human capital. Furthermore, emphasis have been laid by many other studies on the fact that the differences in the level of socio-economic development across nations is attributed not so much to natural resources and endowments and the stock of physical capital, but to the quality and quantity of human resources (Dauda, 2010; Ehimare et al, 2014). It becomes necessary therefore, to investigate how government expenditure in human capital development represented by government expenditure on education, health, technology, and research and development affect economic growth in Nigeria. This will enable the study to propose solutions to the problem by way of recommendations.

1.3 Objectives of the Study

The main objective of this study is to examine the effects of government expenditure on human capital development and economic growth in Nigeria. This broad objective will be achieved by considering the following specific objectives: effect of government expenditure on education on economic growth in Nigeria, effect of government expenditure on health on economic growth in Nigeria, effect of government expenditure on information technology economic growth in Nigeria, and effect of government expenditure on research and development on economic growth in Nigeria.

1.4 Research Questions

In order to achieve the above stated objectives, the following research questions were formulated:

1. What is the extent to which government expenditure on education affected economic growth in Nigeria?
2. What is the degree to which government expenditure on health affected economic growth in Nigeria?
3. What is the dimension to which government expenditure on technology affected economic growth in Nigeria?
4. What is the extent to which government expenditure on research and development affected economic growth in Nigeria?

1.5 Hypotheses

From the above research questions, the following null hypotheses were formulated.:

1. Government Expenditure on Education has no significant effect on economic growth in Nigeria.
2. Government Expenditure on Health has no significant effect on economic growth in Nigeria.
3. Government Expenditure on Technology has no significant effect on economic growth in Nigeria.
4. Government Expenditure on research and development has no significant effect on growth in Nigeria.

2. REVIEW OF RELATED LITERATURE

This section provides an overview of previous research on government expenditures on Human Capital Development and Economic Growth in Nigeria.

2.1 Conceptual Review

2.1.1 Economic Growth

Economic growth as defined by Hardwick, Khan and Langmead (1994), is an increase in a country's productive capacity, usually detectable by a sustained rise in real national income. It has to be noted however that the reported increase in the countries productive capacity has to be sustained over a period of time, for instance, five years to ten years and the average growth per year deduced and reported as the annual rate of growth. In Anyanwuocha (2006), economic growth is the process by which national income or output is increased. Equally from this perspective, an economy is said to be growing if there is a sustained increase in the actual output of goods and services per head. Accordingly, the rate of economic growth therefore measures increase in real national income during a given period of time usually one year.

Economic growth in a country is proxied by Gross Domestic Product (GDP). However, in this study, the real gross domestic product (RGDP) is used to conceptualize the monetary value of all goods and services produced in an economy over a specified period, usually one year. RGDP is an inflation-adjusted measure of the nominal GDP and accounts for changes in price levels and also provides a more accurate figure of economic growth.

2.1.2 Human Capital Formation

Human capital refers to the abilities and skills of human resources (Harbinson, 1973). Human Capital is an important factor for converting

all resources to benefit humanity. Economists have observed that economic growth is boosted by human capital utilization and development. A number of studies including Barro and Sala-i-Martin (1995) and Temple (1999) have analysed the channels through which human capital can affect economic growth of a nation both human and physical capital.

Human capital formation connotes the process of accumulating human capital (Ogujiuba, 2013). In the submission of Schugurensky (2002), the concept of human capital implies an investment in people.

2.1.3 Human Capital Development

The Organization for Economic Cooperation and Development (OECD) (2001) views human capital as the stock of knowledge, skills, competitiveness, habits, social and personality attributes that include but not limited to creativity, cognitive abilities and other competencies embodied in the ability to perform labour in a way as to produce economic value. Accordingly, labour as one of the factors of production can also be referred to as workforce (Mba, Mba, Ogbuabor, & Ikpegbu, 2013). Schutz (1993) on his part opines that human capital is the key element in improving firms' asset and employees in order to improve productivity as well as sustain competitive advantage. In another perspective, Jaiyeoba (2015) views health and education as the two closely related human (resource) capital components that work together to make the individual more productive. In this regard, and according to Anyawnu (1997) health connotes the ability to lead a socially and economically productive life.

Furthermore, United Nations often relates Human Capital to Human Development in a nation. The statistical indicator of estimating human development in each nation is the Human Development Index (HDI). The HDI is a combination of Life expectancy index; Education Index; and Income Index.

From the afore discussion it can be necessary to corroborate Gardner and Gardner (2012) opinion that in general, investment in health usually complements investment in education and training since returns to the latter will be higher if people can work for longer periods or at a higher level of intensity if they have better health. Similarly, returns to health will likely be higher if the labour force is better educated and more informed about what contributes to its state.

2.1.3.1 Education as a Component of Human Capital Development

Lawanson (2009) corroborated many other empirical studies in considering human capital as those resources that are inherent in each human being, which can be traced between the users and the owners to

improve their respective living conditions. In this regard, Lawanson summarised the inherent resources in human beings to include knowledge (knowing what to do), skills (knowing how to do what is to be done), and attitude (behavioural demonstration of a favourable inclination while doing that which is to be done).

Adekola (2014) on his part argues that Human capital development increases the number of knowledgeable workers by improving their skills.

2.1.3.2 Evolution of Public expenditure on Education in Nigeria

Lawanson (2009) reports that Education in Nigeria is a constitutional matter, and therefore a responsibility of the government, although it is financed by the public sector in conjunction with the private sector and external bodies. It becomes glaringly clear that the sources of education investment funds are majorly public in nature. In this regard one of the ways the government systematically employs in financing education is the annual budgetary allocation to the sector that are usually channelled as subventions or grants to the different levels of education.

According to Dauda (2011) an attempt by Nigeria to demonstrate her willingness to commit more investment in human capital commenced precisely in 1959. The importance of this date lies in the fact that it was the year preceding independence, and the Ashby Commission was set up to conduct a study on Nigeria's needs in the light of post-school certificate and higher education for the subsequent 20 years. The recommendations of this report that was submitted in 1960 led to considerable investment in education which was distinguished as the only means of human capital formation in that era. Okuwa (2004) recounted that prior to this period, investment in formal education was more of private affairs and also deeply rooted and extended to the works of the Christian missionaries in the colonial epoch. Ever since independence in 1960, government expenditure in education has been on the increase, even though it has not yet met the 26 percent UNESCO recommendation. For instance as at 2010, Obadara (2010) stated that the number of Universities in Nigeria had grown to one hundred and one (101) categorized into twenty-seven (27) federal universities, thirty-three (33) state universities and forty-one (41) private universities with a student enrolment of 1, 096,312. According to him, the staff strength of these universities was 99, 464 divided into 27, 394 teaching staff and 72, 070 non-teaching staff.

As at 2017, the number of Universities had risen to 153 broken into 43 federal, 48 state owned, and 79 private universities with a student enrolment of 1.9 million.

2.1.3.3 Health as Human Capital

According to Gardner and Gardner (2012), preventive and therapeutic health care services could improve workers' productivity in addition to increasing their quality of life.

Pocas (2014), outlined channels through which health contribute to render human capital more valuable. Some of these include: i) Productive efficiency – According to Cai and Kalb (2006) there is empirical evidence to show that healthier workers have more physical and mental energy, being more creative and productive. ii) Life expectancy – An important outcome of health status improvements is the fact that life expectancy is raised. iii) Creativity – It is asserted that health improvements induce better educational achievements, which are likely to have additional effects on the country's creativity and innovation activity. Nelson and Phelps (1966) showed that educational improvement speeds technological diffusion.

2.1.3.4 Evolution of Public Expenditure on Health in Nigeria

In the views of Eneji, Juliana, and Onabe (2013), Public health and human rights are complementary approaches to promoting and protecting human dignity and wellbeing.

Public capital health expenditure witnessed fluctuating trend within the period under study. In 1988, it stood at 0.42 billion naira, increased to N 0.58 billion in 1989 before falling to N 0.5 billion in 1990. Although with minimal fluctuations, it by 2000 it had increased to N 15.2 billion. It increased to N231.8 billion in 2011 but dropped to N 197.9 billion before picking up steam again in 2013 rising to the peak of N 257.7 billion in 2015. It declined to N 202.4 Billion in 2016.

Nigeria's health reform agenda is ably expressed in the National Economic Empowerment and Development Strategy (NEEDS), engineered by the National Planning Commission (NPC, 2004). Despite this, Nigeria, which is the most populous country in Sub-Saharan Africa and 6th oil-producing country, has continued to experience health problems in the form of high rates of infant and maternal mortalities due to prevalence of different diseases, increase in morbidity rate which has resulted to low life expectancy.

According to Bleakley (2010), poor countries are inclined to be unhealthy, and unhealthy countries are likely to be poor.

2.1.3.5 Technology and Human Capital Development

According to Wikipedia, technology is the collection of techniques, skills, methods, and processes used in the production of goods or services or in the accomplishment of objectives, such as scientific investigation.

According to Basu (2014), technology transfers in the form of collaborations with foreign firms facilitate human capital development. Human capital can be thought of as the set of marketable skills of workers in which a variety of investments are made, such as training and education. It corresponds to any stock of knowledge or characteristics the worker has (either innate or acquired) that contributes to his or her productivity (Acemoglu & Autor, 2011). Human capital needs investment in the form of health and education for development just like all forms of capital.

2.1.3.6 Research and Development Impact on Human Capital Development

Research and development refers to innovative activities undertaken by corporation or government in developing new services or products or improving new service or products (Wikipedia). According to Blanco, Luisa, Prieger, James and Gu (2013), Griliches (1979), productivity growth is the consequence of expenditures on R&D. In the endogenous growth model developed by Romer (1986), firms' expenditure on R&D results in greater aggregate output because private R&D leads to spillovers through its contribution to the public stock of knowledge. In the views of Okokpuije, Fayomi, and Leramo (2018) research and development are key long determinant of profitability and buyer welfare.

2.2 Theoretical Framework

A number of theories link human capital development and economic growth. Some of the theories considered relevant for this study include: Musgrave and Rostow theory of public expenditure, Schultz Theory (1961) of Human Capital, Adolph Wagner's theory of increasing Government Expenditure and Endogenous growth theory.

2.2.1 Musgrave and Rostow theory of public expenditure

Musgrave and Rostow advanced a development model under the causes for growth in public expenditure. They argue that public expenditure is a prerequisite for economic growth. The public sector initially provides economic infrastructure such as roads, railways, water supply and sanitation. As economic growth takes place the balance of public investment shifts towards human capital development through increased spending in education, health and welfare services (Edame & Eturoma, 2014).

2.2.2 Schultz (1961) Human Capital Theory

Human Capital Theory was postulated by Schultz (1961). Schultz argues that both knowledge and skill are a form of capital, and that this capital is a product of deliberate investment. Schultz exemplifies by quoting Western economies, and explains the increase in their national output as

a result of investment in human capital.

2.2.3 Endogenous Growth Theory

The frame work for understanding economic growth is rooted, according to Uwakaeme (2015), in the endogenous growth theory which emphasises that economic growth is an outcome of an economic system and not the result of forces that impinge from outside.. According to this theory anything that enhances economic efficiency is also good for growth. The theory emphasizes the importance of entrepreneurship, knowledge, innovation, and technology as factors engineering economic growth. Theorists such as Romer (1990) consider technical progress as the main determinant of economic growth. In the same vein, Aghion, Howitt (1992) also emphasize on technical progress, positing that a country with more resources of educated people will grow faster than a country with a lower level of human capital.

2.2.4 Adolph Wagner's Theory of Increasing Government Expenditure

Adolph Wagner, a German economist propounded the law of increasing state activities which states that with economic growth and development, a nation will experience an increase in the activities of public sector. The ratio of the increase would raise the output per capita i.e ratio of public consumption expenditure to Gross National Product (GNP) will rise and hence Gross National Product (GNP) rises. He gave a relationship between level of development and public expenditure.

2.3. Review of Theoretical Literature

2.3.1 Education as component of Human Capital and Economic Growth

In this perspective, Human capital theory sees education as a tool that increases the stock of human capacities available in a nation which then determines the level of economic growth. Lawal and Wahab (2011) in their own contribution opined that a more educated labour force is expected to be able to achieve faster productivity growth.

2.3.2 Health as Component of Human Capital and Economic Growth

Although Schultz (1961) and Mushkin (1962) had floated the idea that human capital accumulation could be improved by investing in the population's health just as education, the idea actually gained prominence after Grossman's (1972) pioneer work. Accordingly, Grossman (1972) was the first to consider explicitly this issue, relating a higher preference for health as consumption good to more educated individuals (Pocas, 2014). Becker (2007) opined that health status is an important part of human capital, which is directly linked with education,

and it can be defined as an individual's health stock and depreciates over time just as physical capital stock does. This notwithstanding, individuals can invest to improve on their health status by spending more on keeping a healthy body and attaching more importance on the nutritional value of their food in-take.

2.2.3 Technology and Economic Growth

In the field of growth economics, both standard neoclassical growth theory and recent endogenous growth theory attribute the income difference between developing and developed countries as being partly due to differences in technology between rich and poor countries.

From the perspective of neoclassical theory (the Solow-Swan model), technology is not only generally available, but also universally applicable (Solow, 1956). From the perspective of endogenous growth theory, gaps in the endowment of ideas and the limited capacity of developing countries to absorb new knowledge are the main reasons for the income gap (Romer, 1994).

According to Basu (2014), one of the methods in which this interaction between technology and skills is put into effect is through technology transfer.

2.4 Empirical Review

2.4.1 Government Expenditure on Education and Economic Growth

Amaghionyeodiwe (2019) investigated government spending on education and economic growth in West African countries for the period 1990 to 2016 covering data for 15 selected ECOWAS countries and employing cointegration and causality test analysis. Findings revealed that government spending on education and economic growth in West African countries are positively and significantly related.

Ayeni and Omobude (2018) conducted a study to investigate educational expenditure and economic growth nexus in Nigeria. The study employed the Autoregressive Distributed Lag (ARDL) and bound test approach to analyze the data. Findings showed that educational expenditure was inconsistent with education sectoral output; meanwhile recurrent educational expenditure exhibited significant relationship with real gross domestic product (economic growth), and in contrast, capital expenditure on education was insignificant.

Obi and Obi (2014) used Johansen's co-integration analysis and ordinary least square (OLS) to analyze the relationship between gross domestic product (GDP) and recurrent education expenditure in Nigeria from 1981 to 2012. Findings indicated the subsistence of a positive relationship between education expenditure and economic growth, but no long run

relationship existed over the period under study.

Nurudeen and Usman (2010) carried out a dis-aggregated analysis on government expenditure and economic growth in Nigeria. Their analysis concluded that there was no significant relationship between expenditure on education and economic growth in Nigeria.

Odeleye (2012) assessed the effect of education on economic growth using primary and secondary annual data ranging from 1985 to 2007. The findings showed that only recurrent expenditure has significant effects on economic growth as the academic qualifications of teachers also have significant impact on students' academic performance.

Adenuga (2006) examined the relationship between economic growth and human capital development using Nigerian data from 1970 to 2003. They applied co-integration analysis incorporating the Error Correction Mechanism and found that investment in human capital through the availability of infrastructural requirements in the education sector accelerate economic growth.

Chude and Chude (2013) conducted a study to determine the effect of public expenditure on economic growth in Nigeria using Error Correction Model (ECM) to analyze data from 1977 to 2012. The results of the study indicated that Total Expenditure in Education is highly and statistically significant and have positive relationship on economic growth in Nigeria in the long run.

Omotor (2004) examine the profile of educational expenditure in Nigeria from 1977-1998. The study constructed and tested an education expenditure model using the ordinary least squares (OLS) technique and showed that federal government revenue was the singular significant determinant of educational expenditure

A study by Musibau and Rasak (2005) investigated the long-run relationship between education and economic growth in Nigeria by employing the Johansen's Co integration tools. Findings showed that there exists a long-run relationship between education and economic growth in Nigeria.

Torruam, Chiawa, and Abur (2014) investigated the impact of public expenditure on tertiary education and economic growth in Nigeria using time series data for the period 1990 - 2011. They employed cointegration and error correction technique and the study revealed that public expenditure on tertiary education has positive impact on economic growth in Nigeria.

2.4.2 Government Expenditure on Health and Economic Growth

Eneji, Juliana, and Onabe (2013) carried out a study to establish the

relationship between healthcare expenditure, the health status and national productivity in Nigeria. The work focussed on public healthcare expenditure from 1999-2012 for objective analysis. By regressing Public health care expenditure the explanatory variable for health status, and real GDP, the study showed a weak causal relationship in the Nigeria scenario.

Dauda (2011) examined whether health as a component of human capital matters for the growth of the Nigerian economy by analyzing annual time series data from 1970 to 2009. The study adopted cointegration and error correction mechanism to complete the analysis. The results of the study showed that health expenditure is positive and statistically significant but the coefficients of the second and third lags are negative and statistically significant.

Bakare and Olubokun (2011) carried out research on the relationship that exists between health care expenditures and economic growth in Nigeria and found that a positive and significant relationship exists between both indices.

24.3 Government Expenditure on Education and Health and Economic Growth

Omodero (2019) assessed the impact of government general spending on human development in Nigeria from 2003 to 2017 by examining the response of Human Development Index (HDI) to recurrent and capital government expenditure. The study employed the Ordinary Least Squares method for data analysis. The result of the study showed that government recurrent expenditure has strong and significant positive impact on HDI while government's capital expenditure had an insignificant negative influence on HDI

Ogunleye, Owolabi, Sanyaolu, and Lawal (2017) employed the ordinary least square regression analysis to examine the impact of human capital development on economic growth of Nigeria from 1981 to 2015. The result showed that human capital development has significant impact on economic growth.

Osoba and Tella (2017) examined the interactive effects of the relationship between human capital investment components and economic growth in Nigeria for the period of 1986 – 2014. The results of the study showed that there was positive and significant relationship between the interactive effects of human capital components and growth in Nigeria

Okafor, Ogbonna, and Okeke (2017) examined the long run relationship between the governmental expenditure in education and health and Human Capital Development in Nigeria. Employing VAR model for the

analysis, the result showed that HDI is significant in the current year but tends to converge insignificantly in the previous years.

Adekola (2014) examined a regime shift analysis of the empirical relationship subsisting between public investment in human capital and economic growth in Nigeria within the period 1961 to 2012. Using cointegration technique and error correction procedure, the study found that federal and states governments' spending on human capital (education and health) impacted positively on economic growth in Nigeria individually and collectively.

By employing cointegration and Vector Error Correction (VEC) Model Based Causality, Ayuba (2014) examined the causal relationship between public social expenditure (education and health) and economic growth in Nigeria for the period of 1990 to 2009. The study found that there is a unidirectional causality running from economic growth to health expenditure, thereby supporting the Wagner's Law.

Adeyemi and Ogunsola (2016) examined the impact of human capital development on economic growth in Nigeria using time series data spanning from 1980 to 2013. The study employed ARDL Co-integration analysis to estimate the relationship between human capital indices (education and health) and economic growth. Findings from the study revealed that there is positive long-run relationship among secondary school enrolment, public expenditure on education, life expectancy rate, gross capital formation and economic growth but it is statistically insignificant.

Ebong, Ogwumike, Udongwo, and Ayodele (2016) assessed the impact of government capital expenditures on economic growth in Nigeria during 1970 and 2012. A multiple regression model based on a modified endogenous growth framework was utilized to capture the interrelationships among capital expenditures on agriculture, education, health economic infrastructure and economic growth. The result showed that short-run and long-run impacts on growth of capital expenditures on Education were 0.45 and 0.48, respectively. These results were positive and statistically significant at the 5% level. The short-run impact of health capital expenditures on economic growth was 0.21, while the long-run impact was 0.16. These impacts were negative and insignificant. Expenditures on economic infrastructure had significant positive impacts on growth of 0.28 in the short-run and 0.32 in the long-run.

Obi, Ekesiobi, Dimnwobi, and Mgbemena (2016) examined government education spending and education outcome in Nigeria from 1970 – 2013. The study revealed that public education spending has a positive and significant effect on education outcome in Nigeria.

Landau (1997) studied the impact of government expenditure for human capital (education and health) on economic growth, and the actual human capital created, The regressions indicated that differences in government expenditure on human capital (as a share of GNP) have no statistically significant impact on the rate of economic growth, and a limited impact on the actual levels of education and health achieved

Jaiyeoba (2015) investigated the relationship that subsist between investment in human capital (education and health) and economic growth in Nigeria within the span of 1982 to 2011. Government expenditure in education and primary enrolment rate had a negative relationship with economic growth.

2.4.4 Government Expenditure on Technology and Economic Growth

Sulaiman et al. (2015) investigated the impact of human capital and technology on economic growth in Nigeria for the period (1975-2010) employing autoregressive distributed lag approach to cointegration to establish the relationship between the variables. The result showed that human capital in the form of secondary and tertiary school enrollments have had significant positive impact on economic growth. Technology also showed significant positive impact on economic growth. The study concluded that human capital and technology are important determinants of growth in Nigeria.

Borensztein, Gregorio and Lee (1998) examined the role of Foreign Direct Investment (FDI) in technological diffusion and economic growth by developing a model of endogenous growth. The data was taken for 69 developing countries from Barro and Lee (1994), International Monetary Fund (IMF) and Organization for Economic Co-operation (OECD) publications for the period 1970-89. They aimed at determining the channels through which the FDI inflow from industrialized countries can affect economic growth. The study concluded that FDI is more productive in those countries where the human capital accumulation is comparatively low. This shows the effect of FDI on economic growth through the improved human capital and technology diffusion.

Gold (2011) investigated the roles of Telecommunications and Information Technology (IT) and its effect on the Nigerian economy while examining the growth implication. Data collected was analyzed using Ordinary Least Square (OLS) method. The Findings of the study revealed that telecoms have influenced the economy by increasing their market access and reduced distribution cost, which invariably affected the service provider cost. The study also showed that *GSM* has enabled Nigerians to transact their businesses easily resulting in higher productivity; reduction in poverty level and prevalence through increase in income generating capacity and business expansion; improved living

standard; boosted economic capacity, and stimulated the economy to achieve the desired macroeconomic policy targets.

Abu and Abdullah (2010) investigated the relationship between government expenditure and economic growth in Nigeria from the period ranging from 1970 to 2008. They used disaggregated analysis in an attempt to unravel the impact of government expenditure on economic growth. Their results reveal that government total capital expenditure, total recurrent expenditure in Education have negative effect on economic growth. On the contrary, government expenditure on transport, communication and health result in an increase in economic growth.

Bakare (2006) examined the growth effect of human capital investment in Nigeria employing the vector autoregressive error corrections mechanism. The study showed that there is a significant functional and institutional relationship between the investments in human capital and economic growth in Nigeria.

2.4.3 Research Gaps

In Nigeria, most studies on government expenditure on human capital development and economic growth focused mainly on education and health as components of human capital development. However, it has been revealed by other extant studies that there are other components of human capital development which may have implications on economic growth apart from education and health. This study is set to fill this gap in Nigeria by including Government expenditure on technology and on Research & Development as components of human capital Development on economic growth.

3. METHODOLOGY

This chapter aims to give an introduction to the study and the specific methodology used. It presents the description of the research design, sources of data, model specification, method of data analysis etc.

3.1 Research Design

The study adopted the ex-post facto research design method because secondary source of data was employed for the study. This is justified because procedure demands that this method be used when the data for the study are secondary. Hence, the study relied on historical time series secondary data that were collected from the Central Bank of Nigeria's annual statistical bulletin from 1989– 2018.

3.2 Sources and Nature of Data

Source of data included the Central Bank of Nigeria (CBN) Statistical Bulletin, various issues. All the data were annual time series data from

1989 to 2018 and secondary in nature.

3.3 Model Specification

Subsequent to a detailed review of previous studies and improving upon the theoretical postulate and econometric models, this study modified the model of Jaiyeoba (2015) in studying Human Capital development and Economic Growth in Nigeria stated as

$$GDP = f(GEOH, GEOE, GEOT, GEORD)$$

Where:

GDP = Real Gross Domestic Product,

GEOH = Government Expenditure on Health,

GEOE = Government Expenditure on Education,

GEOT = government expenditure on technology,

GEORD = Government expenditure on research and development.

The mathematical form of the model is

$$RGDP = f(EDU, HLTH, TECH, RDV)$$

The econometric form of the model is

$$RGDP = \beta_0 + \beta_1 EDU + \beta_2 HLTH + \beta_3 TECH + \beta_4 RDV + \mu$$

Where:

RGDP = Real Gross Domestic Product.

EDU = Government expenditure on education.

HLT = Government expenditure on health.

TECH = Government expenditure on technology

= Government expenditure on research and development.

β_0 = Constant term (intercept) that is the value of real GDP when all the independent variables in the model are each equal to zero.

$\beta_{n=1-4}$ = Coefficient of Explanatory Variables.

μ = Disturbance, Stochastic or Error term

3.4 Method of Data Collection

Documentary evidence constituted the instrument of data collection as the study was based on Secondary data. The figures of the data are

annual aggregates.

3.5 Justification for Variables

This study examined government expenditure on human capital development and economic growth in Nigeria within the period 1989 to 2018.

3.5.1 The Dependent variable

Economic growth, the dependent variable is proxied by the RGDP growth rate. RGDP growth has traditionally been used to represent the nation's economic growth and implies annual changes in monetary terms of the total goods and services produced within the territorial boundary of a country.

3.5.2 The Independent Variable

Human capital development, the independent variable, is proxied by government expenditure on selected components of human capital development viz;

3.5.2.1 Government Expenditure on Education

According to Ilegbinosa (2013), human capital could be viewed as the inherited and acquired abilities of labour with education being the primary source of acquiring these abilities. This justifies the use of education expenditure as proxy. Adekola (2014) on his part argues that human capital development increases the number of knowledgeable workers by improving their skills and enabling them to new challenges

3.5.2.2 Government Expenditure on Health

According to Gardner and Gardner (2012), preventive and therapeutic health care services may improve workers' productivity as well as increase their quality of life, productivity of labour services as well as the quality of life emanating from that stock.

3.5.2.3 Government Expenditure on Technology

It has generally been asserted that the interaction between technology and skills with a view to reducing the idea gap is the most effective method for growth. Solow's 1956 growth model incorporates technology as a factor of production.

3.5.2.4 Government Expenditure on Research and Development (R&D).

According to Pisano (1990), firms are commercially incentivised to invest in R&D in order to build strategic and technological capabilities. These capabilities enable firms to gain premium advantages which can

be commercialised by means of innovative product or service development.

3.6 Method of Data Analysis

In order to measure government expenditure deployed for Human Capital Development, the study considered government spending on some generally accepted components of human capital. These include; government's expenditure on education, government's expenditure on health, government's expenditure on technology, and government's expenditure on Research and Development. Economic growth the dependent variable is represented by the RGDP growth rate.

The data met the requirements of quantitative data available for the study. The study therefore proceeded to investigate the relationship between the independent variables and the dependent variable and also test the null hypotheses using the P-values, the t-statistic, while the validity of the model was tested by the F-statistic of the econometric software, Eviews 9.0.

Also, some diagnostic tests were conducted on the various time series data of the variables of the different proxies to attest their stationarity. A unit root exists in most macroeconomic time series data as posited by Nelson and Plosser; Chowhury as amplified in Ugbaje and Ugbaje (2014), produce spurious results which may lead to inconsistency in parameter estimates. Data is stationary if it is well behaved (has a constant mean wave) therefore, predictable.

3.6.1 Diagnostic tests

To reach the objectives of the study therefore the following diagnostic tests were carried out, viz; unit root test - in this case, Augmented Dicky Fuller (ADF) test proposed by Dicky and Fuller (1981) and Philip Peron (PP) unit root test to determine the stationarity of the variables, Normality test, Serial correlation test and stability of the model tests.

3.6.1.1 Unit Root Tests

For the ADF and Philip-Peron unit root tests, if the time series are stationary in their level ie the t-statistic is more negative than the critical value, then they are said to be integrated of order zero ie $I(0)$, if the time series are stationary in their first differences, then they are said to be integrated of order one ie $I(1)$, if stationary in their second difference, then they are integrated of order two i.e $I(2)$. The Null hypothesis of a unit root will be rejected against the one sided alternative if the t-statistics is less than the critical value.

3.6.1.2 Normality Test

Normality tests are used to determine whether a data set is well-modeled by a normal distribution or not, or to compute how likely an underlying random variable is to be normally distributed. Generally, sample data sets are often skewed to the right for various reasons, and if we cannot normalize the data we should not compare. In other words, in order to be consistent we need to formally test our assumptions of normality. To test formally for normality we use Jarque-Bera test statistic. Thus, the formula for the test is given below:

$$\text{Jarque-Bera} = \frac{N}{\delta} \left\{ S^2 + \frac{(K-3)^2}{4} \right\}$$

where ‘S’ is the skewness and ‘K’ is the kurtosis. The reported Probability is the probability that a Jarque-Bera statistic exceeds (in absolute value) the observed value under the null hypothesis – a small probability value leads to the rejection of the null hypothesis of a normal distribution at the 5% significance level.

3.6.1.3 Serial Correlation

Serial correlation, also known as autocorrelation is the relationship between a given variable and a lagged version of itself over various time intervals. Generally, repeating patterns as in time series data often show serial correlation when the level of a variable affects its future level. If this is not checked, autocorrelation will fault the result of the regression and render it unfit for statistical inference. Serial correlation was tested using Breusch-Godfrey LM test statistic. The null hypothesis of the LM test is that there is no serial correlation

3.6.1.4 Cointegration Test – Autoregressive Distributed Lag (ARDL) Bound Testing Approach

Cointegration test was conducted to find out if a long run relationship exists between the dependent and the independent variables.

The series in this study was found to be of mixed order of integration, that is I(0) and I(1) implying that Engel -Granger or Johansen cointegration techniques which require that data must be of same order of integration could not be used. This study therefore used a more robust technique - the Autoregressive Distributed Lag (ARDL) bound testing cointegration technique. The ARDL bound test is used in determining the long run relationship between series with different order of integration (Pesaran and Shin, 1999, and Pesaran, Shin, & Smith, 2001). After selecting the appropriate lags of 2 using the Akaike Information Criterion (AIC), the long run relationship of the underlying variables were detected through the bound test. In this approach, long run relationship of the series is said to be established when the F-statistic exceeds the critical value band (Pesaran, Shin, and Smith, 2001). Pesaran, Shin, and Smith (2001) gave two sets of critical values. One set assuming that all

the variables are $I(0)$ (that is. lower critical bound which assumes all the variables are $I(0)$, meaning that there is no cointegration among the underlying variables) and another assuming that all the variables in the ARDL model are $I(1)$ (that is upper critical bound which assumes all the variables are $I(1)$, meaning that there is cointegration among the underlying variables). For each application, there is a band covering all the possible classifications of the variables into $I(0)$ and $I(1)$. The ARDL technique crashes in the presence of integrated stochastic trend of $I(2)$. This is why the unit root test was conducted to make sure that no variable was $I(2)$.

3.7 Model Estimation Procedure -Autoregressive Distributed Lag (ARDL) Short Run and Long Run Dynamics

This study employs ARDL approach to estimate long run as well as short run relationship between the dependent and the independent variables. By Distributed Lag (DL) variables, we imply lagged values of observed exogenous predictor variables while Autoregressive (AR) variables are lagged values of observed endogenous response variables. In ARDL approach a dynamic error correction model (ECM) is derived from ARDL that integrates the short-run dynamic with the long-run equilibrium without losing long run information. The ARDL model was estimated with the variables in their levels (non-differenced data) form using ordinary Least Squares (OLS) to determine if the lagged values in the model were each statistically significant or not. The lags of the variables were alternated, model re-estimated and compared. The model with the smallest AIC, estimates, small standard errors and high R^2 were selected as procedure demands. The best performed model was then restructured. The restructured result of this model gives the short-run dynamics and long run relationship of the considered variables.

3.8 Post Estimation Tests

To ascertain the robustness of the model, we conducted some post – estimation tests. Some of these were to test the stability properties of the model using Recursive Residuals Plots, Cumulative sum of residual (CUSUM) and cumulative sum of residual square (CUSUMSQ) tests.

3.9 A Priori Expectation

The initial presumption and deduction of this study is that human capital determinants of education, health, technology, research and development, contribute significantly to the growth of the Nigerian economy. This statement is translated mathematically to imply that the coefficients of the econometric model are each expected to be greater than zero or positive as shown below;

$\beta_1 > 0, \beta_2 > 0, \beta_3 > 0, \beta_4 > 0$. i.e positive.

4. DATA PRESENTATION AND ANALYSIS

4.1 Data Presentation

The data used in the estimation of the model are presented in this section. The sources of the data are predominantly from the Central Bank of Nigeria (CBN) Statistical Bulletin, Central Bank of Nigeria (CBN) economic and financial review of various years. Data for human Capital expenditure viz; real Gross Domestic product (GDP), Education (EDU), Health (HLTH), Technology (TECH), and Research and Development (RDV) in Billions of Naira are presented in Table 4.1.

Table 4.1: RGDP and Government Expenditure on Human Capital Development 1989 – 2018 (in Billions of Naira)

YEAR	RGDP	EDU	HLTH	TECHN	RDV
1989	17,294.68	3.01	0.58	0.3	0.48
1990	19,305.63	2.4	0.5	0.29	0.43
1991	19,199.06	1.26	0.62	0.24	0.45
1992	19,620.19	0.29	0.15	0.55	0.93
1993	19,927.99	8.88	3.87	2.03	1.6
1994	19,979.12	7.38	2.09	0.45	1.14
1995	20,353.20	9.75	3.32	1.08	1.63
1996	21,177.92	11.5	3.02	2.07	0.16
1997	20,353.20	14.85	3.89	1.58	0.75
1998	21,177.92	13.59	4.74	1.92	1.13
1999	21,789.10	43.61	16.64	11.12	1.02
2000	22,332.87	57.96	15.22	3.03	14.23
2001	22,449.41	39.88	24.52	33.93	4.81
2002	23,688.28	80.53	40.62	29.39	6.12
2003	25,267.54	64.78	33.27	22.68	48.9
2004	35,020.55	76.53	34.2	8.07	24.56
2005	37,474.95	82.8	55.66	8.04	22.03
2006	39,995.50	119.02	62.25	9.77	31.94

2007	42,922.41	150.73	81.91	32.16	43.06
2008	46,012.52	163.98	98.22	67.39	86.5
2009	49,856.10	137.12	90.2	90.03	230.52
2010	54,612.26	170.8	99.1	42.41	435.04
2011	57,511.04	335.8	231.8	13.1	60.3
2012	59,929.89	348.4	197.9	23.2	90.3
2013	63,218.72	390.42	179.99	18.51	141.1
2014	67,152.79	343.75	195.98	18.3	95.1
2015	69,023.93	325.19	257.72	24.39	95.1
2016	67,931.24	341.88	202.36	20.73	101.76
2017	68,490.98	341.83	202.36	23.2	121.7
2018	69,810.02	348.614	207.682	21.026	110.952

Sources: (1) CBN Statistical Bulletin, (2) CBN Economic and Financial Review of various years,

4.1.1 Trend Analysis of the variables in the Model

4.1.1.1 Real Gross Domestic product (RGDP)

Figure 4.1 depicts a gradual rise of the gross domestic product (GDP) from

17,294.68 Billion in 1989 to 69,810.02 Billion at the end of 2018.

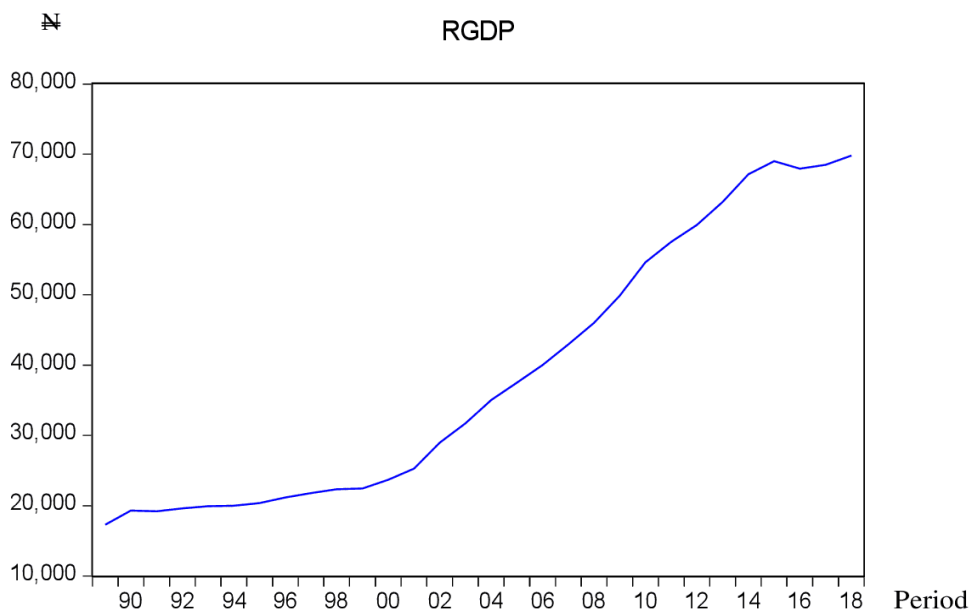


Figure 4.1 Trend in Real Gross Domestic Product 1989 - 2018

4.1.1.2 Government Human Capital Expenditure on Education

There was a fluctuation of government expenditure on education from 1989 to 2004, from when there was a steady rise from 76.53 Billion to 163.98 Billion in 2008. Government expenditure on education later dropped to 137.12 Billion in 2009, before rising to the highest figure of 390.42 Billion in 2013 and fluctuating from thence to end the year 2018 with 348.614 Billion. Figure 4.2 is a graphical presentation of the trend analysis of government Expenditure Education.

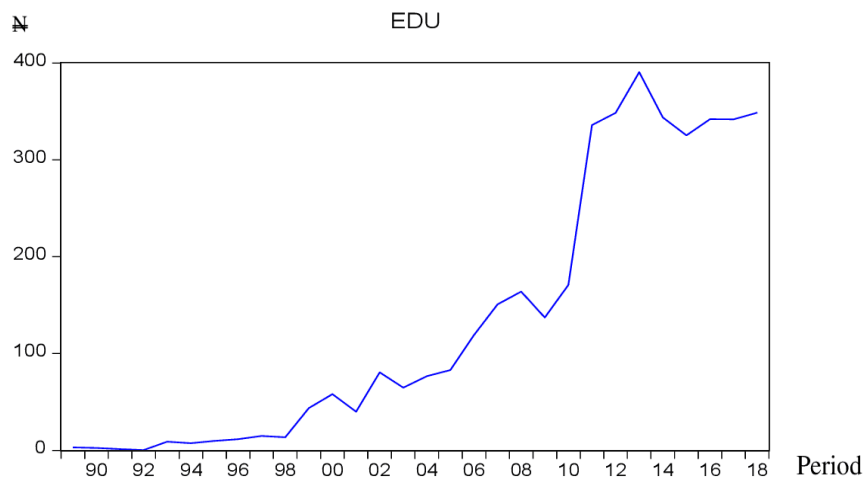


Figure 4.2: Trend in Government Human capital Expenditure on Education 1989 - 2018

4.1.1.3 Government Human capital Expenditure on Health

Government expenditure on health rose steadily from 0.58 billion in 1989 to 98.22 billion in 2008. It then witnessed minor fluctuations to 195.98 billion in 2014, rose again to a maximum value of 257.72 billion in 2015 before decreasing again to 207.682 billion in 2018. Figure 4.3 is a pictorial presentation of the trend in Government expenditure in health over the period under study.

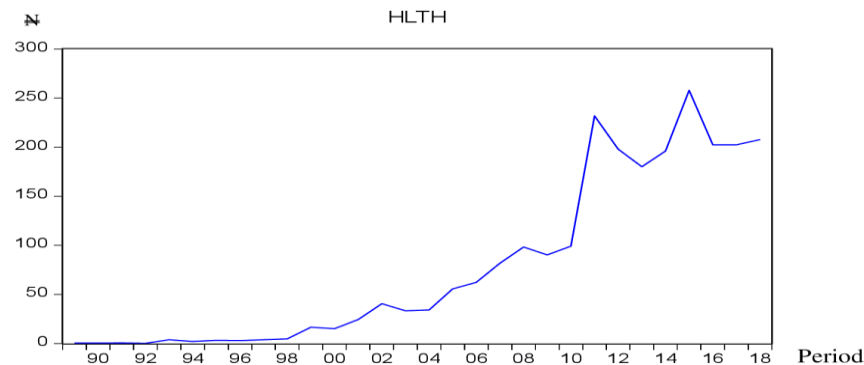


Figure 4.3: Trend in Government Expenditure on Health 1989 - 2018

4.1.1.4 Government Human Capital Expenditure on Technology

Government expenditure on technology had the greatest fluctuation amongst all the variables under study. Starting in 1989 with a value of 0.3 billion, it rose to a maximum value of 90.03 billion in 2009, and decreased 18.3 billion in 2014 before rising steadily to 21.026 billion in 2018. A graphical presentation of the trend of government expenditure in Technology is shown in Figure 4.4.

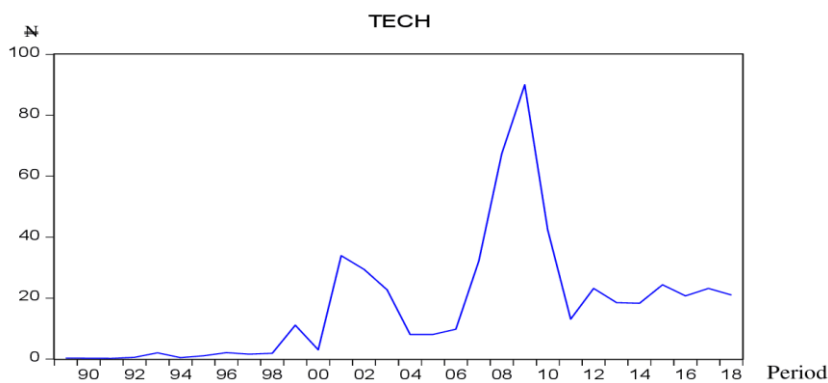


Figure 4.4: Trend in Government Human capital Expenditure on Technology 1989 - 2018

4.1.1.5 Government Human Capital Expenditure on Research and Development

Government expenditure on research and development increased from 0.48 billion in 1989 to a maximum of 435.04 billion in 2010, before fluctuating decreasingly to settle at 110.952 billion at the end of the study period. Figure 4.5 is a pictorial presentation of the trend of government expenditure on research and development from 1989 to 2018.

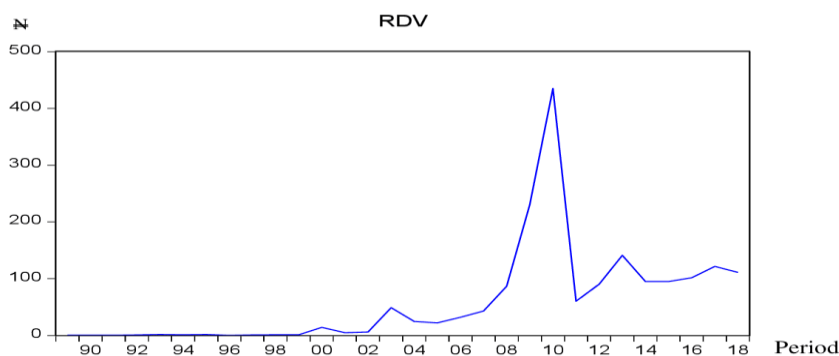


Figure 4.5: Trend in Government Human capital Expenditure on R&D 1989 - 2018

4.2 Results of Preliminary Tests

4.2.1 Unit Root Tests

The unit root tests of the data were conducted in this section. The rationale for the tests were to determine the unit root properties of the data. This was necessary since time series data is known for producing spurious results when they are not stationary (the mean variances, and covariance of the data are not constant) as earlier stated. In other words, some preliminary tests were conducted to verify if the data was stationary, and to determine the order of stationarity. That is if they were of order $I(0)$ or $I(1)$. Knowing the level of stationarity enabled us to make a decision on the method of testing for cointegration and coefficients estimation. The most popular method of determining the stationarity of a particular time series is the Augmented Dickey-Fuller test. The null hypothesis of the test is that the time series possess unit root, meaning the time series are non stationary. The summary of the Augmented Dickey Fuller unit root test results for all the variables under study is presented in table 4.2. The results indicate a mixed order, $I(0)$ and $I(1)$ of integration. It shows that while EDU and HLTH are stationary at level, $I(0)$, RGDP, ECH, and RDV are stationary at 1st difference, $I(1)$. Following the mixed order of integration, this study employed the ARDL bound testing and cointegration techniques to test the long run relationship. The ARDL estimation technique was used and coefficient estimation and testing of hypotheses was done employing the ARDL estimation method.

Table 4.2 Summary of Unit root test results of the data and the order of integration

Variable	TEST Conducted	Mackinnon Critical Value at 5% probability level	Level ADF Test Stat	Mackinnon Critical Value at 5% probability level	1 st Difference ADF Test Stat	Order of Integration
RGDPG	ADF	-2.967767	-2.751045	-2.971853	-7.653616	$I(1)$
EDU	ADF	-2.991878	-4.054605	-	--	$I(0)$
HLT	ADF	-3.004861	-3.180925	-	-	$I(0)$
TEC	ADF	-2.967767	-1.926871	-2.971853	-7.009424	$I(1)$
RDV	ADF	-2.967767	-1.342611	-2.976263	-5.474111	$I(1)$

Source: Author's Summary Computation extracted from Eviews 9.0 output

4.3 Results of Diagnostic Tests

4.3.1 Normality test

The normality test was carried out to determine whether the data do not follow a normal distribution. The Jarque-Bera test was employed for this purpose. The Null hypothesis for the Jarque-Bera test is that there is a normal distribution of the data. That is

H₀: Data follow a normal distribution

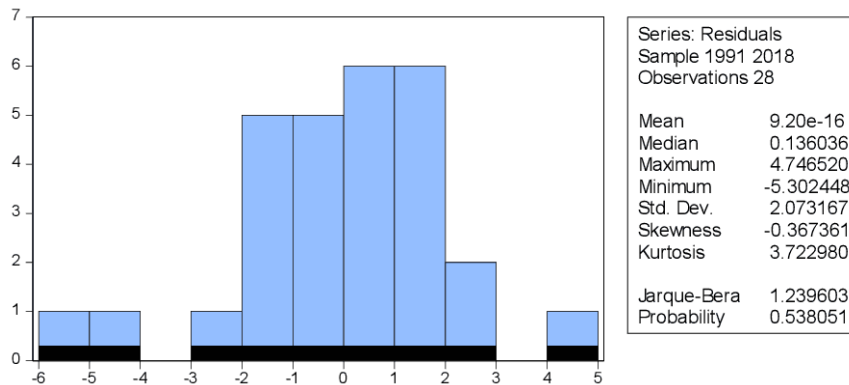


Figure 4.6 Normal distribution test

To determine whether the data do not follow a normal distribution, the p-value is compared to the significance level. As usual, a significance level (denoted as α or alpha) of .05 is conventionally accepted. A significance level of .05 indicates that the risk of concluding the data do not follow a normal distribution—when, actually, the data do follow a normal distribution—is 5%.

P-value $\leq \alpha$: The data do not follow a normal distribution (Reject H₀)

P-value $> \alpha$: Cannot conclude the data do not follow a normal distribution (Fail to reject H₀)

From Figure 4.6, the P value is 0.538051 is greater than the alpha value of 0.05. Decision: H₀: data follow a normal distribution is accepted and the alternative H₁: data do not follow a normal distribution is rejected

4.3.2 Serial Correlation LM Test

Table 4.3 Breusch-Godfrey Serial Correlation LM Test

F-statistic	0.474945	Prob. F(2,18)	0.6295
Obs*R-squared	1.403541	Prob. Chi-Square(2)	0.4957

Source: Output from Eviews 9.0 (See (Appendix C))

The null hypothesis for Breusch-Godfrey Serial Correlation is that there is no serial correlation.

From table 4.3, the P value of .6295 is greater than .05 level of significance.

The test therefore accepts the null hypothesis of no serial correlation. Since the LM test indicates that the residuals are not serially correlated and the model is free from autocorrelation and fit for hypothesis tests and forecasting.

4.4 Cointegration Test

The existence of a mixed order of integration, that is I(0) and I(1) presupposes that a method other than the Johansen and Engel granger cointegration techniques be used to test the long run relationship of the variables. In this regard, the Autoregressive distributed lags (ARDL) bound testing technique was employed in this study to test the long run relationship of the variables.

ARDLs are standard least squares regressions which include lags of both the dependent variable and independent variables or regressors. The result of the bound test is presented in Table 4.4.

Table 4.4 ARDL Bound Test

Date: 10/08/19 Time: 23:24

Sample: 1989 2018

Included observations: 28

Null Hypothesis: No long-run relationships exist

Test Statistic	Value	k
F-statistic	5.453650	4
Critical Value Bounds		
Significance	I0 Bound	I1 Bound
10%	2.45	3.52
5%	2.86	4.01
2.5%	3.25	4.49
1%	3.74	5.06

Source: output from Eviews 9.0

As seen from Table 4.4, the F-statistic of 5.453650 is greater than the

upper bound at 1%, 2.5%, 5%, and 10% level of significance which are 5.06, 4.49, 4.01, and 3.52 respectively. This shows that there is cointegration between the dependent and the independent variables implying a long run relationship exists between Economic growth and the independent variables, namely, Government expenditure on education (EDU), government expenditure on health (HLTH), Government expenditure on technology, and Government expenditure on research and development (RDV) in Nigeria. This result ensures that we can proceed with further analysis of the model.

4.5 Autoregressive Distributed Lag (ARDL) Model Selected

Using Akaike Info criterion, the Selected Model was ARDL (2, 0, 0, 1, 0) with the following parameters as presented in table 4.5

Table 4.5: Selected Model ARDL(2, 0, 0, 1, 0)

Dependent Variable: RGDP
 Method: ARDL
 Date: 10/08/19 Time: 23:22
 Sample (adjusted): 1989 2018
 Included observations: 28 after adjustments
 Maximum dependent lags: 2 (Automatic selection)
 Model selection method: Akaike info criterion (AIC)
 Dynamic regressors (2 lags, automatic): EDU, HLTH, TECH and RDV

Fixed regressors: C
 Number of models evaluated: 162
 Selected Model: ARDL(2, 0, 0, 1, 0)

Variable	Coefficient	Std. Error	t-Statistic	Prob.*
RGDP(-1)	0.291302	0.161704	1.801451	0.0867
RGDP(-2)	0.203226	0.162993	1.246836	0.2269
EDU	3.165634	2.814948	1.124580	0.2741
HLTH	-4.501660	2.810813	-1.601551	0.1249
TECH	2.015648	0.717862	2.807847	0.0109
TECH(-1)	1.497894	0.910243	1.645597	0.1155
RDV	-0.446298	0.654888	-0.681487	0.5034
C	-1.729983	3.550765	-0.487214	0.6314

R-squared	0.698198	Mean dependent var	4.763214
Adjusted R-squared	0.592567	S.D. dependent var	3.773750
S.E. of regression	2.408803	Akaike info criterion	4.831093
Sum squared resid	116.0466	Schwarz criterion	5.211723
Log likelihood	-59.63530	Hannan-Quinn criter.	4.947455
F-statistic	6.609792	Durbin-Watson stat	1.834301
Prob(F-statistic)	0.000400		

Source: Output from Eviews

The selected model, Table 4.5 is similar to the short run dynamics. The difference is the inclusion of all the lags in the model.

4.6 Coefficient Estimation using the selected ARDL Model

The coefficients in the model were estimated using the restructured ARDL model that was earlier selected. The ARDL model has the advantage that it simultaneously displays the short run and the long run form of the regression. The short run dynamics and the long run dynamic are presented in Table 4.5 and Table 4.6 respectively.

Table 4.6 ARDL short run Dynamics

Dependent Variable: RGDP

Selected Model: ARDL(2, 0, 0, 1, 0)

Date: 10/08/19 Time: 23:34

Sample: 1989 2018

Included observations: 28

Cointegrating Form				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(RGDP(-1))	-0.203226	0.162993	-1.246836	0.2269
D(EDU)	3.165634	2.814948	1.124580	0.2741
D(HLTH)	-4.501660	2.810813	-1.601551	0.1249
D(TECH)	2.015648	0.717862	2.807847	0.0109
D(RDV)	-0.446298	0.654888	-0.681487	0.5034
CointEq(-1)	-0.505472	0.181353	-2.787221	0.0114

$$\text{Cointeq} = \text{RGDP} - (6.2627*\text{EDU} - 8.9059*\text{HLTH} + 6.9510*\text{TECH} - 0.8829*\text{RDV} - 3.4225)$$

Source: Output from Eview 9.0

Table 4.7 Long run Dynamics

Long Run Coefficients				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
EDU	6.262734	7.014375	0.892843	0.3826
HLTH	-8.905862	7.564494	-1.177324	0.2529
TECH	6.951017	2.532595	2.744622	0.0125
RDV	-0.882933	1.292305	-0.683224	0.5023
C	-3.422513	7.912541	-0.432543	0.6700

Source: Output from Eviews 9.0

4.7 Interpretation of Results

The coefficient of the first lag of RGDP is 0.29 and the P value is 0.08. This implies that the immediate past period value of RGDP (RGDP(-1)) has a positive and insignificant effect on the current value of the RGDP at 0.05% level of significance. Similarly, RGDP (-2) has a coefficient of 0.20 and P value of 0.20 implying that it has a positive but insignificant effect on RGDP. Lagged value of government expenditure on technology has a similar effect as above.

The coefficient of determination R- square and adjusted R- square values of 0.698198 and 0.592567 respectively in the selected ARDL model (table 4.5) imply that 59% variations in the dependent variables are as a result of the effect of the independent variable represented in the model and 41% by other factors represented by the error term. The values of the F-statistic of 6.609792 and Prob (F-statistic) of 0.000400 shows that the parameters in the model have a joint effect on the dependent variable, and that the effect is significant at 0.05 level of significance.

The results in the short run in table 4.5 reveal that coefficient of lagged values of RGDP is negative (-0.2) and the P value is 0.2 implying that lagged values of RGDP have a negative but statistically insignificant effect on the current values of RGDP in the short run.

In the short run, the values of the coefficient of Government human capital expenditure on education are 3.16 and the P value is 0.27 respectively (Table 4.6), while in the long run (Table 4.7) they are 6.26 and 0.38 respectively. This implies that the Government human capital expenditure on education has a positive, but statistically insignificant effect on real gross domestic product growth rate at 0.05% level of significance in the short run and in the long run.

Also in the short run, the values of the coefficient of Government human capital expenditure on health are -4.50 and the P value is 0.12 respectively (Table 4.5), while in the long run (Table 4.6) they are -8.90 and 0.25 respectively. This implies that the Government human capital expenditure on health has a negative, but statistically insignificant effect on real gross domestic product growth rate at 0.05% level of significance in the short run and in the long run.

Equally, in the short run, the values of the coefficient of Government human capital expenditure on technology are 2.01 and the P value is 0.01 respectively (Table 4.6), while in the long run (Table 4.7) they are 6.95 and 0.01 respectively. This implies that the Government human capital expenditure on technology has a positive and statistically significant effect on real gross domestic product growth rate at 0.05% level of significance both in the short run and in the long run.

Furthermore, in the short run, the value of the coefficient of Government human capital expenditure on research and development is -0.44 and the P value is 0.5 respectively (Table 4.6), while in the long run (Table 4.7) they are -0.88 and 0.5 respectively. This implies that the Government human capital expenditure on research and development has a negative sign, but statistically insignificant effect on real gross domestic product growth rate at 0.05% level of significance in the short run and in the long run.

The error correction term (ECT_{t-1}) which is the adjustment coefficient is of the expected negative sign (-0.505472) and also significant (P = 0.0114).

This term tells the rate at which disequilibrium is corrected in order to reach equilibrium. It measures the speed of adjustment. It shows that in the short run, there is an error and the

absolute value of the coefficient of the error-correction term of 0.505472 indicates that about 50% of the disequilibrium in the RGDP is corrected by short-run adjustment in each year. In other words, 50% disequilibrium in the short-run between real gross domestic product and the independent variables is adjusted within one period which is one year.

4.8 Discussion of Findings

$$\text{RGDP} = + 6.2627 \cdot \text{EDU} - 8.9059 \cdot \text{HLTH} + 6.9510 \cdot \text{TECH} - 0.8829 \cdot \text{RDV} - 3.4225$$

It has been shown statistically that in a linear model as the one employed in this study the relationship between a percentage change in X and a unit change in Y can be predicted exactly as

$$\Delta Y = (\beta/100)\% \Delta X \text{ (Wooldridge, 2013).}$$

Therefore, from table 4.7, $\Delta \text{RGDP} = (6.3/100) \% \Delta \text{EDU} = 0.063 \Delta \text{EDU}$. This shows that a 1% increase in government expenditure on education will lead to an increase in real gross domestic product (GDP) of 0.063%. This increase is however, insignificant at 0.05 or 5% level of significance following the P value of 0.38.

This result is consistent with some works reviewed in the literature, but inconsistent with others.

For instance, apart from Amaghionyeodiwe (2019) who revealed that government spending on education and economic growth in West African countries are positively and significantly related, most of the studies reviewed showed that government expenditure on education

although has a positive effect on economic growth, the effect is however statistically insignificant at the 5% level of significance (Obi & Obi, 2014; Nurudeen & Usman, 2010; Mussagy & Babatunde, 2015). The study by Ayeni and Omobude (2018) , Odeleye (2012) showed that educational expenditure was inconsistent with education sectoral output and concluded that the impact of educational expenditure on real GDP is mainly a function of the expenditure type.

The coefficient of government expenditure in health in the model is negative (Table 4.7) implying that an increase in government expenditure on health will lead to a decrease in a economic growth in Nigeria even though the increase will not be statistically significant following that the probability of 0.2529 is clearly greater than 0.05.

Specifically, ΔRGDP is approximately $(-8.9/100)\% \Delta \text{HLTH} = -0.089\% \Delta \text{HLTH}$

This implies that a 10% increase in government expenditure in health will result to 0.89% decrease in real GDP. This is consistent with Adeyemi and ogunsola (2016) who equally showed a negative effect of government expenditure on health on economic growth. Some studies reviewed also showed this trend (Dauda, 2011; Bakare & Olubokun, 2011; Torruam, Chiawa, & Abur, 2014). The result of this study shows that the government expenditure has not improved the health of an average Nigerian.

The coefficient and P value of government expenditure in technology in the regression analysis of 6.951017 and 0.0125 respectively showed that government expenditure on technology has a positive and statistically significant effect on economic growth at 0.05 level of significance according to a priory expectation. Specifically, a 10% increase in government human capital expenditure on technology will lead to 0.70% increase in RGDP

This is consistent with Gold (2011) and Sulaiman et al. (2015) in Nigeria, and Kuo and Yang (2008) in China who found similar results. This is also consistent with theory.

Also, the coefficient of log of research and development in Table 4.7 is -0.88 and the P value is 0.5. The sign of the coefficient of research and development (R&D) is negative contrary to a priori expectations. This implies that R & D has a negative effect on Nigeria's economic growth. Precisely, a 10% increase in government expenditure on research and development will result to a reduction in RGDP of 0.9%. This is contrary to previous studies reported in other economies (Ballot, Fakhfakh & Taymaz, 2001; Chou, 2002; Okokpujie, Fayomi, & Leramo, 2018). The magnitude of the probability value (P- value) of 0.5023 indicates that the effect though negative, is not statistically significant at the 5% level of

significance.

4.9 Test of Hypotheses

The four Null hypotheses in the study are tested in this section.

Test of Hypothesis I

H₀: Government Expenditure on Education does not have a significant effect on economic growth in Nigeria

Decision rule

If P value \leq 0.05 at 5% level of significance, reject H₀ and take the alternate, if P value $>$ 0.05 at 5% level of significance, accept H₀ and reject the alternate.

From table 4.7, the P-value of EDU, 0.3826 is greater than 0.05 at 5% level of significance.

Decision: H₀ is accepted and the alternate of significant effect rejected. Government expenditure on education does not have a significant effect on economic growth.

Test of Hypothesis II

H₀: Government Expenditure on Health does not have a significant effect on economic growth in Nigeria

Decision rule

If P value \leq 0.05 at 5% level of significance, reject H₀ and take the alternate, if P value $>$ 0.05 at 5% level of significance, accept H₀ and reject the alternate.

From table 4.7, the P-value of HLTH, 0.2529 is greater than 0.05 at 5% level of significance.

Decision: H₀ is accepted and the alternate of significant effect rejected. Government expenditure on health does not have a significant effect on economic growth.

Test of Hypothesis III

H₀: Government Expenditure on Technology does not have a significant effect on economic growth in Nigeria

Decision rule

If P value ≤ 0.05 at 5% level of significance, reject H_0 and take the alternate, if P value > 0.05 at 5% level of significance, accept H_0 and reject the alternate.

From table 4.7, the P-value of TECH, 0.0125 is less than 0.05 at 5% level of significance.

Decision: H_0 is rejected and the alternate of significant effect accepted. Government expenditure on technology has a significant effect on economic growth.

Test of Hypothesis IV

H_0 : Government Expenditure on Research and Development does not have a significant effect on economic growth in Nigeria

Decision rule

If P value ≤ 0.05 at 5% level of significance, reject H_0 and take the alternate, if P value > 0.05 at 5% level of significance, accept H_0 and reject the alternate.

From table 4.7, the P-value of RDV, 0.5023 is greater than 0.05 at 5% level of significance.

Decision: H_0 is accepted and the alternate of significant effect rejected. Government expenditure on research and development does not have a significant effect on economic growth.

4.10 Result of Post Estimation Tests

The existence of cointegration amongst variables does not necessarily imply the robustness of the ARDL model. To ascertain the robustness of the model, we conducted some post –estimation tests. Some of these were to test the stability properties of the model using Recursive Residuals Plots, Cumulative sum of residual (CUSUM) and cumulative sum of residual square (CUSUMSQ) tests.

Recursive Residuals

This option shows a plot of the recursive residuals about the zero line. Plus and minus two standard errors also shown at each point. Residuals outside the standard error bands suggest instability in the parameters of the equation. The recursive plots of the eight (8) parameters in the model viz; 5 variables and 3 lags are shown in Figure 4.7.

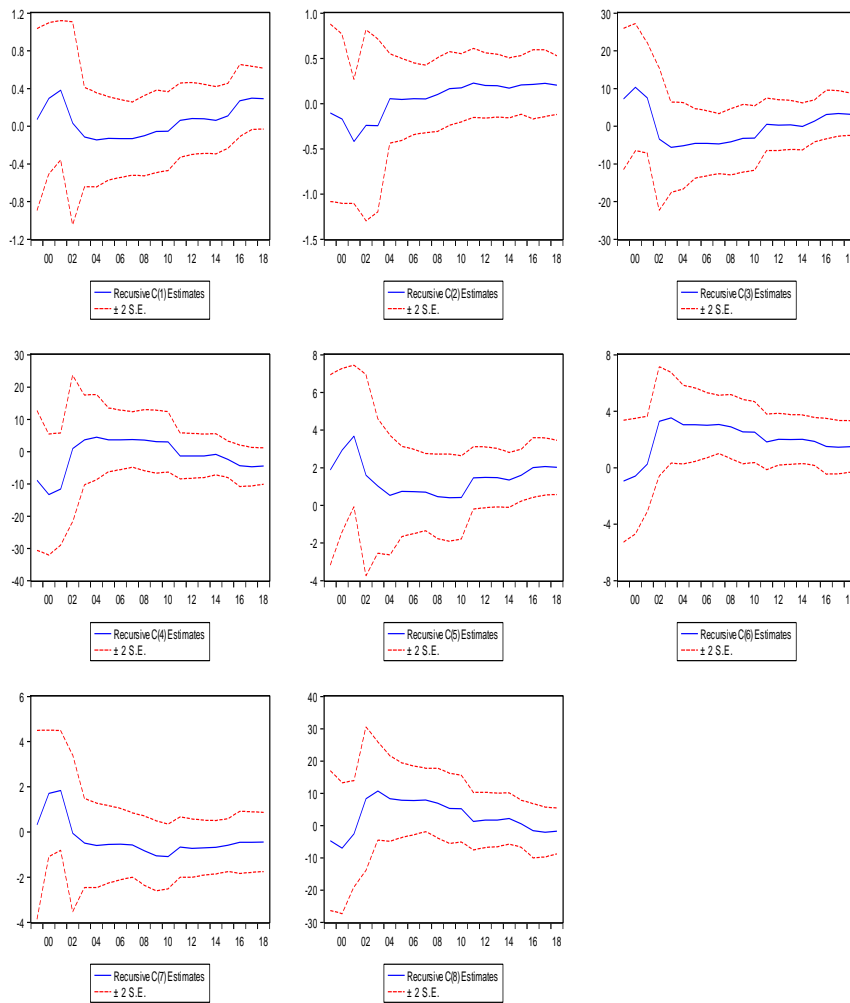


Figure 4.7 Recursive plots of the 8 parameters in the model

It can be seen that none of the residuals in the eight recursive plots lies outside the standard error bands thereby suggesting the stability in the parameters of the model.

CUSUM and CUSUM Square Tests

Also, the existence of parameter instability is established if the cumulative sum of the residuals and cumulative sum of residuals square go outside the area between the two critical (dotted) lines estimated at 5% critical level. Figure 4 and Figure 5 are the cumulative sum of residuals and cumulative sum of residuals square plots.

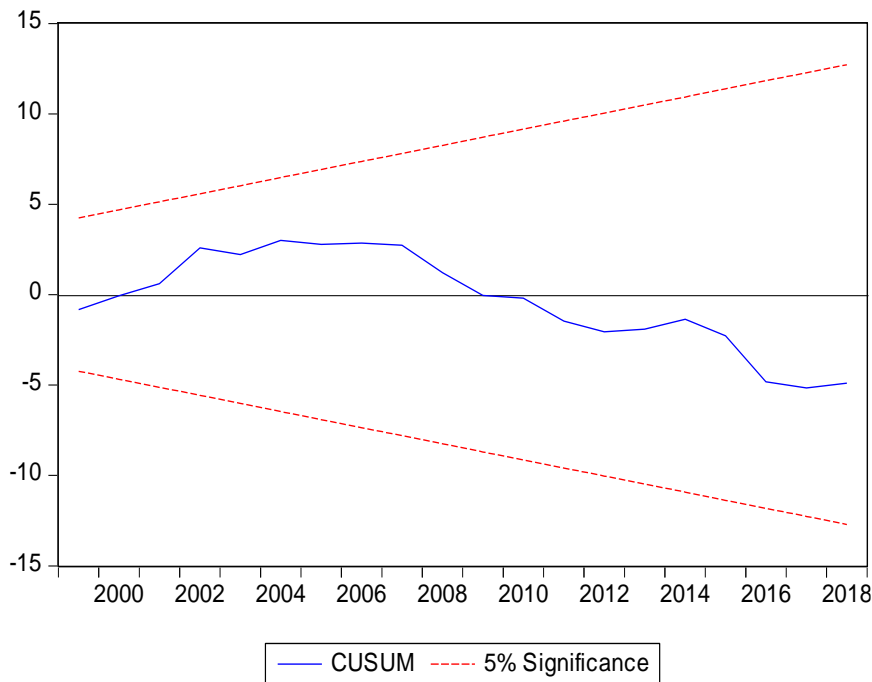


Figure 4.8 CUSUM

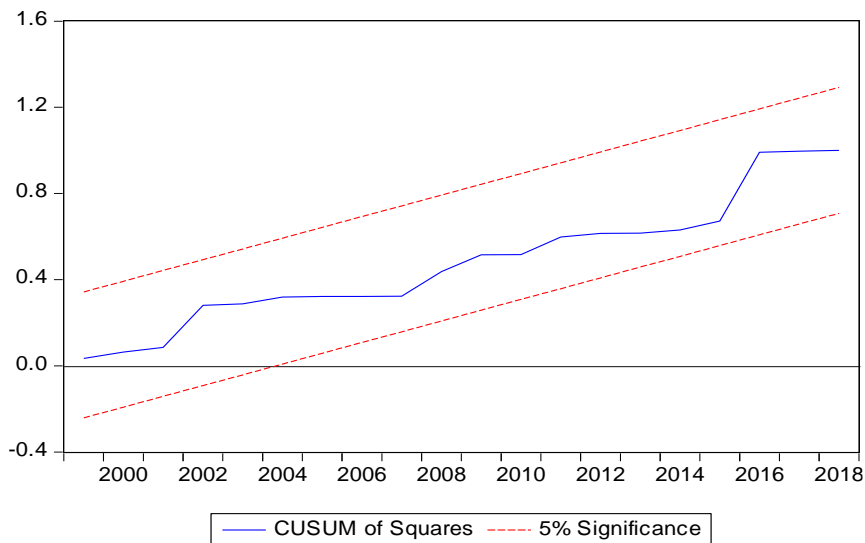


Figure 4.9 CUSUM Squares

It can be deduced from figures 4 and 5 that for the period under study, stability is established, since the CUSUM and CUSUM Square did not go outside the critical line. This adds to the robustness of the study.

5. SUMMARY, CONCLUSION AND RECOMMENDATIONS

This study examined government expenditure on human capital development and economic growth in Nigeria within the period 1989-2018. The independent variables were represented by Government human capital expenditure on education, government human capital expenditure on health, government human capital expenditure on

technology, and government human capital expenditure on research and development. The dependent variable was represented by the real gross domestic product (GDP) growth rate.

The study adopted the ex-post facto research design and relied on historical time series data collected from the Central Bank of Nigeria (CBN) annual statistical bulletin various editions.

The study conducted Augmented Dickey Fuller (ADF) diagnostic tests on the data to ascertain their stationarity and order of integration. All the variables were stationary, but with a mixed order of integration ie I(0) and I(1). The study used the Autoregressive Distributed lag (ARDL) bound testing cointegration approach to establish that a long run relationship exists between the human capital development proxies under study and economic growth.

The study proceeded with the step wise ARDL model to ascertain the type and magnitude of the effect of each of the variables under study on economic growth in the short run and in the long run. The results showed that government expenditure in technology has a positive and statistically significant effect on economic growth in Nigeria based on its short run and long run coefficients in ARDL restructured model. Government expenditure in education also has a positive effect on economic growth although the effect is statistically insignificant. The rest of the variables viz; government expenditure in health and government expenditure on research and development both had negative but statistically insignificant effects on economic growth. The adjusted R-square value of 0.5926 of the coefficient of determination in the ARDL model implies that 59% variations in the independent parameters were found to predict economic growth. Equally, the value of the F-statistic of 6.6098 and Prob (F-statistic) of 0.0004 show that the parameters in the model have a joint effect on the dependent variable, and that the effect is significant.

We concluded from the results that expenditure on human capital development has an effect on economic growth in Nigeria and recommended that policy makers and operators should direct more funds and devise strategies to develop human capital in Nigeria.

The study recommends that;

1. Strategies should be put in place to reinvigorate education. This can be achieved by prioritizing education in terms of budgetary allocations, training, encouraging, and promoting human resources in the educational sector to ensure quality of service and commitment to work.
2. Government need to inject more money into the health sector and equally monitor and make sure the funds are used judiciously.

3. The government should therefore come up with a new blueprint for the technological advancement of this nation because others have not worked.

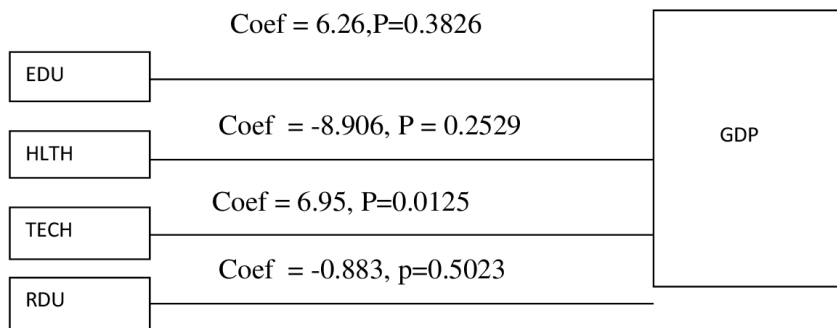
4. Without research and development, a country will crawl to attain her developmental objectives. Government is therefore, encouraged to invest more in the area of research and development.

5.4 Contribution to Knowledge

1. The study improved upon the models of Jaiyeoba (2015); Adeyemi, and Ogunsola (2017) by introducing government expenditure on technology (TECH) and government expenditure on research and development (RDV). It states that $RGDP = f(EDU, HLTH, TECH, RDV) = -3.4225 + 6.2627 EDU - 8.9059 HLT + 6.9510 TECH - 0.8829 RDV$.

As shown above, for every 1% increase in government human capital expenditure on technology, there is a 0.70% increase in RGDP Growth.

It also showed that a 1% increase in government expenditure in education will lead to an increase in RGDP growth of 0.063%. Also a 1% increase in government expenditure in health will result to 0.89% decrease in RGDP.



The above graph depicts that government human capital expenditure on education and technology made positive contribution to the growth of the GDP while expenditure on health and research and development made Negative contribution. Further, expenditure on technology had significant effect while the effects of others were insignificant

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Work Ethics and Employees' Performance in Private Universities in Anambra State, Nigeria

By

Evangeline Ifeoma Odunukwe, Cyril Obiora Agu & Maureen Obiozo Anah

Abstract

This study examines the relationship between work ethics and employees' performance in private universities in Anambra State, Nigeria. A descriptive survey research design was used and the sample size selected was 166 academic staff. Data collected through the questionnaire was analyzed using Pearson product moment coefficient of correlation and the result revealed that there is no significant positive relationship between racial discrimination and employees' performance; ethical compliance has a significant positive relationship with employees' performance in private universities and fairness has a significant positive relationship with employees' performance in private universities in Anambra State, Nigeria. Therefore the study concludes that work ethics has a significant positive relationship with employees' performance in private universities in Anambra State, Nigeria. The study recommended that the management of the private universities should employ motivational strategies as a continuous process in their plan to ensure smooth services and effective employees' performance. It is also important that management of private universities should ensure that these work ethics are made available and adhered to by all members of the staff. The study also recommends that institutions should adopt work ethics to improve employees' performance. The universities should continue to encourage training and additional skills of employees on matters of professional conduct through internal education programs, and networking with other institutions to improve their competency, and policies and procedures should be put in place by the university management towards ensuring the ethical compliance of employees which should continually be put under scrutiny to ensure that they are still effective.

Keywords: work ethics, racial discrimination, ethical compliance fairness, employees' performance

INTRODUCTION

Ethics is something of a subjective topic, but it is nevertheless of immense importance across all areas of business. Ethics consists of the standards of behavior to which we hold ourselves in our personal and professional lives. Ethical behavior is essential for the smooth operation of the organization and a key to achieving performance and long-term sustainability. As such, it establishes the level of honesty, fairness, empathy, ethical compliance and trustworthiness and other virtues by which we hope to identify our personal behavior and our public reputation. In our personal lives, our ethics sets norms for the ways in which we interact with family and friends. In our work place (professional) lives, ethics guides our interactions with customers, clients, colleagues, employees, and shareholders affected by our business practices. The work ethics an individual displays come from his/her values. Our values are dependent on our environment, experiences, and life-long influences. These influences include our parents, teachers, friends, peers, competitors, etc., anyone or anything that has helped to shape or form our opinion of the world.

Towing this line of thought, Meyer, Kuenzi, and Greenbaum (2010) found that ethics consists of two things. First, it refers to well-founded standards of right and wrong that prescribe what humans ought to do, usually in terms of rights, obligations, benefits to society, families, or specific virtues. For example, ethics refers to the standards that impose reasonable obligations to refrain from rape, theft, murder, assault, slander, and fraud. These ethical standards also include those that enjoin the virtues of honesty, compassion, integrity, and loyalty. Workers exhibiting good work ethics are considered eligible for higher positions and more responsibilities. They know that their actions have a direct impact on other people at work. This conscientiousness persuades them to cultivate a responsible outlook on every action they take. These people do not need prodding or constant supervision. They are self-motivated and valuable to their organizations. These workers are highly reliable and are appreciated by their superiors for what they bring to the work place.

Ethical values provide the moral compass by which we live our lives and make decisions: 'doing the right thing' because it's the right thing to do, not because of personal or financial gain. They also highlight why organizations should focus on creating a shared

ethical culture where employees feel empowered to do the right thing rather than simply following a set of rules. The way we make decisions is important for organizations because the wrong decisions or decisions that have been implemented badly can have a significant impact on people's lives and the reputations of organizations. But when we make decisions based on good principles and live by good values, we can improve the lives of others, the experiences they have at work, and make work more meaningful.

Consequent upon this above, the challenges in the workplace, the diverse background of the employees, the impact of globalization and technology have all contributed in making the practice of work ethics very difficult. Managers are increasingly finding out that in making business decisions they select from alternatives that are neither wholly right nor wholly wrong. In such case, there is no clear moral compass to guide leaders through the complex dilemma of what is right or wrong. The study of workplace ethics provides us with the parameters of what is acceptable and unacceptable behavior. It provides the standard against which people can compare their behavior. It provides a focus and common goal. It helps us to deal with managerial mischief which includes illegal, unethical, or questionable practices of individual managers or organizations.

Employee's performance has been identified as the significant key for organizations, whether private or public, to gain competitive advantage and superior productivity. Noticeably, the only enduring competitive advantage in this global economy is a high-quality, well-motivated workforce that is willing to work together as a team to achieved optimum performance. Similarly, Shmailan (2016) asserted that employee performance is an action of what employees do in carrying out the work done by the company. Therefore, It is vital for human resource professionals to define ethical behaviour, identify unethical behaviour, and take steps to create a shared ethical culture that avoids this type of behaviour. Given these observations, the present study attempts to examine the relationship between work ethics and employees' performance in private universities in Anambra State, Nigeria.

Statement of the Problem

Unethical workplace behaviour can vary from minor transgressions to illegal activity, but they are essentially actions that harm the

legitimate interests of the organization, its workforce, customers, and wider society. It includes the following: theft, fraud, deception, bullying and harassment, sabotage. This unethical behaviour could result in absenteeism, tardiness, rule-breaking, disengagement, and defensive outbursts and could lead to an increased attrition rate amongst those affected by such unethical behaviour. There are several major ethical issues pertaining to the organizations. Managers are also faced with the problem of evaluating the effect of this unethical behavior on the performance of an organization (Adeyemo, 2012). In addition, unethical behaviour may be found in the advancement of financial gain, such as price-fixing, putting profit above safety, withholding vital information, and misrepresenting facts, is inherent in the workplace. These actions may not necessarily be illegal, but it can be unethical to engage in or encourage this type of behavior. Organizations must deal with the risk of such behaviour becoming custom and practice, and work to emphasize the importance of ethical behaviour when pursuing financial gain. Another important factor is how competent they are in performing their duties, whether they are ethically compliant, trustworthy, transparent, and fair to the organization. Therefore, this study set out to examine the relationship between work ethics and employees' performance in private universities in Anambra State, Nigeria.

Objectives of the Study

The major objective of this study is to examine the relationship between work ethics and employees' performance in private universities in Anambra State, Nigeria. Specifically, the objectives of this study are to:

- Ascertain how racial discrimination is related to employees' performance in private universities in Anambra State, Nigeria.
- Determine the nature of relationship existing between ethical compliance and employees' performance in private universities in Anambra State, Nigeria.
- Investigate the nature of the relationship between fairness and employees' performance in private universities in Anambra State, Nigeria.

Research Question

- How does racial discrimination relate to employees'

performance in private universities in Anambra State, Nigeria?

- What is the nature of relationship existing between ethical compliance and employees' performance in private universities in Anambra State, Nigeria?
- To what extent does fairness influence employees' performance in private universities in Anambra State, Nigeria?

Research Hypotheses

H₀¹: Racial discrimination has no significant positive influence on employees' performance in private universities in Anambra State, Nigeria.

H₀²: Ethical Compliance has no significant positive influence on employees' performance in private universities in Anambra State, Nigeria.

H₀³: Fairness has no significant positive effect on employees' performance in private universities in private universities in Anambra State, Nigeria.

REVIEW OF RELATED LITERATURE

Conceptual Review

Concept of Work Ethics

Workplace ethics is a system of moral principles applied in the workplace. It is a whole new scientific term because it combines law theory and politics as much as philosophical and historical documents. Ethics as a term is very flexible and have many different aspects. Workplace ethics provide guidelines for acceptable behaviour by organizations in both their strategy formulation and day-to-day operations. An ethical approach is becoming necessary both for corporate success and a positive corporate image. Especially nowadays ethics in the workplace are obligated because many organizations are only interested in making money despite the ethical costs or the harm they would probably cause to people or even to nature (environmental pollution). Ethics encompasses a set of moral principles and rules of conduct that provide guidance for our behavior (Bernard et al, 2015; GLS, 2015; Ezigbo, 2012).

Moral principles or ethical principle relates to human conduct as

regards the rightness or wrongness of a specific action and ends thereof, or beliefs regarding what is good or bad (Bartels, et al. 2015; Bernard et al, 2015; Ezigbo, 2012). This means that ethics is a moral principle that governs a person's behaviour in attaining a common goal in the provision of safety to members of the community (Oyende Adeleke, 2015; Soleymani N, et al. 2012), as well as shared beliefs regarding standards of behavior expected or required by a community or societal group. However, ethics is not only about distinguishing right from wrong but also with the commitment to do what is suitable (Getachew and Mohan, 2016). This means that to be ethical is not a matter of following one's interests or feelings; police officers who follow their feelings may recoil from doing what is right; in fact, one's interests might deviate from what is considered ethical by members of the public. Therefore, work ethics are set of rules outlining the social norms and rules and responsibilities of, or proper practices for, an individual, organisation, group or the society, and are morally accepted by the majority of the people of an organization, or community (Azma Zaineb, 2016; Getachew and Mohan, 2016; Oyende Adeleke, 2015; Müller, et al. 2014). By being moral, employees harness their potentials and efficient service delivery.

However, law enforcement careers come with a number of duties and responsibilities for which moral behaviour is mandatory. It is the moral principles and or ethical stance that shape the police officers' decision making and the exercise of discretion. Widely acknowledged ethical principles include honesty, integrity, openness, fairness, diligence, and respect for the rights of others, (Seid and Mohan, 2016; McCartney, S., & Parent, R. 2015).

Racial Discrimination

Racial discrimination exists in straightforward actions but also in complex systems of social relations that produce racial inequities in social outcomes. Some analysts view all racial disparities as the result of discrimination; others restrict the concept to those acts intended to limit a group's resources. The first view is too broad, the second too restrictive. Social scientists have made a useful distinction between direct and indirect discrimination. The direct form occurs at points where inequality is generated, usually intentionally. The indirect form develops when the inequitable results of direct discrimination influence later decisions; it perpetuates and magnifies the original injury. Employee protection

at the workplace requires the employer to use the same workplace requirements for all individuals and to ensure that they do not exclude persons in a particular racial group. However, research shows that discriminatory practices persist and manifest themselves in a variety of ways. In working relationships, racial discrimination implies the unfavorable treatment of a person, applicant or employee, on the grounds of belonging to a particular race or because of the personal characteristics associated with the race. Racial discrimination is not, as popularly thought, simply the accumulation of individual acts of unfairness between members of different groups. It consists as well of an elaborate web of institutional arrangements that produces group inequalities, a web that becomes racial discrimination when the groups perceive each other as separate 'races.' Studied throughout the social sciences, these inequalities can involve political power, economic resources, and cultural access.

Ethical Compliance

It is the practice of norms and values by employees of organizations based on expectations of society. Schwartz (2011) find that a minimal ethical compliance would exist in the organizations by the differences in the awareness levels on workplace ethics and it reveal that once the employees are conscious of ethics at workplace they are less affordable to comply with ethical practices of organizations. Thomas & Kamalanabhan (2012) suggest that workplace ethics is highly needed for greater self-compliance among employees. Ngang & Chan (2015) argue that for greater ethical compliance at workplace it is desirable to extricate the employee's views on workplace ethics before they join the organizations. Nair et al., 2017 appeal that organization's efforts to vigilant the employees on disasters at big corporations like Enron and the other corporate scandals that occurred around the world would rather demand the employees to uphold high ethical compliance at workplace.

Ethical compliance is simply being able (by an organization) to count on delivery of any promises made to a cluster of customers as a when due (Ferrell, 2004). Customer value on the hand relate to an expectancy that exchange partner's word, written statement or actions can be relied on. This simply relate to the degree of being benevolence. That is, a situation of one exchange partner (the organization) being genuinely interested in the wellbeing of the

other partner (the customer) and seeking to develop a win-win relationship environment.

Furthermore, because of the critical role ethical compliance play in an organization, some studies have been carried out.

Fairness

Fair evaluation of employees based upon their achievements of individual and group performance and their skills is very necessary for the growth and development of organizations. Employee motivation is positively influenced by fair evaluation. If the evaluation of employees in organization is unfair and unjust, it would lead to their de-motivation which in turn will affect their performance. Treating employees with fairness and respect at work is not only mandatory but, in the long run, it can generate positive economic result for both the employee and the organization. “A large and growing body of empirical evidence from laboratory and field experiments, surveys, and observational data, as well as neuroeconomic research, suggests that workers ‘perceptions of fairness and trust are also key drivers of their work effort’”. A professional educator should exemplify ethical relations with members of her profession by treating them with respect, dignity and fairness as their cooperation and teamwork, which is crucial to their effective service to their students (Dobrin, 2002; Sidgwick, 2015). Among other things, the educator should at all-time refrain from revealing confidential information or make false and derogatory statements concerning colleagues (Davis, 2002).

Employee Performance

Performance comes from the word job performance or employee performance which means work performance or actual achievement achieved by someone. Definition of performance (work performance) is the work quality and quantity achieved by an employee in carrying out his function in accordance with the responsibilities given to him. According to (Al Mehrzi and Singh, 2016) Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets or predetermined criteria that have been mutually agreed upon. Furthermore (Yang et al., 2016) state that performance is basically what employees do or do not do. Performance management is the entire activity carried out to improve the performance of a

company or organization, including the performance of each individual and work group in the company. According to Shmailan, 2016, employee performance is an action what employees do in carrying out the work done by the company. Performance in carrying out its functions is not independent, but always relates to employee job satisfaction and the level of reward given, and influenced by individual skills, abilities, and traits.

Theoretical Framework

Institutional Ethical Theory

Institutional theory was propounded by William Richard Scott in 1995. This theory states that organizations are

product of social reality that is constructed by human interaction and symbolic and relational systems, routines, and artefacts. It is a theory on the deeper and more resilient aspects of social structure which considers the processes by which structures, including schemes; rules, norms, and routines, become established as authoritative guidelines for social behaviour. Different components of institutional theory explain how these elements are created, diffused, adopted, and adapted over space and time; and how they fall into decline and disuse (Foote, 2008).

Scott (1995) in defining institution stated that there is “no single and universally agreed definition of an institution’ (workplace) in the institutional school of thought”. He asserts that institutions are

social structures that have attained a high degree of resilience. They are composed of cultural-cognitive, normative, and regulative elements that, together with associated activities and resources, provide stability and meaning to social life. Institutions are transmitted by various types of carriers, including symbolic systems, relational systems, routines, and artefacts. Institutions operate at different levels of jurisdiction, from the world system to localized interpersonal relationships. Institutions by definition connote stability but are subject to change processes, both incremental and discontinuous.

This framework is selected for this study because of the uniqueness in ways of approach to the notion promoting the ethical structure in the organization. It considers the processes by which structures, including schemes; procedures, standards, rules, norms, and routines, become established as authoritative guidelines for social behaviour which is the bases of workplace ethics.

EMPIRICAL REVIEW

S/ N	Name of Author	Title of the Paper	Year	Methodology	Conclusion
1	Arjay and Joelyn	Work Ethics and Job Performance of Employees in Local Government Unit Philippines.	2022	Descriptive correlational research design.	Local Government Employees may be encouraged to participate in the programs and trainings offered by the city and incorporate ethics into all aspects of their work in order to sustain the delivery of services to its constituents.
2	Cynthia	Workplace spirituality, work ethics, and organizational justice as related to job performance among state university educators in Philippines.	2018	Survey-correlation	The spirit at work can enhance a sense of justice, lead to improved ethical behavior, and action for organizational justice.
4	Obalade and Arogundade	Ethical climate and deviant behavior among employees of selected public and private universities, Nigeria	2019	Multistage sampling technique	Management of public and private university should ensure adequate training of staff and compliance with professional ethics to the occurrence of deviant behavior.
5	Jitendra and PitriRaj	Impact of ethical behavior on employees' performance in the Nepalese commercial banks.	2021	Descriptive research design	Teamwork followed by discipline and racial discrimination is the most influencing factor that explains employee performance in Nepalese commercial banks.
6	Agbionu, Anyalor and Nwali	Correlate of principals' ethical leadership dimensions and teachers' job	2018	Descriptive and correlation research designs	Management of tertiary institutions in Nigeria need to develop and nurture engagement by providing adequate training

		commitment in public secondary schools in Anambra State, Nigeria.			opportunities for academic staff to increase organizational visibility and ranking.
7	Murage, Sang and Ngure	Ethical Issues in Recruitment, Selection and Employee Performance in Public Universities in Nyeri County, Kenya.	2018	Analytical survey design	Universities should come up with policy on ensuring that ethic and integrity is adhered to during recruitment and selection process.
8	Owusu, and Leburn	Best Work Ethics Practices in Public and Private Institutions of Ghana (Ghana Police Service And Thomas Security).	2020	Descriptive research design	Decision-making ethics encourages loyalty, brings discipline, increases efficiency and productivity, boosts institution reputation and enhance advancement.
9	Muoghalu and Tantua	Workplace Ethics and Employee Commitment of Oil and Gas Companies in Rivers State.	2021	Cross-sectional survey	Management of oil and gas companies should develop a way of finding building integrity among employee to help build trustworthiness and commitment.
10	Ezeanyim and Ezeanolue	Business Ethics and Organizational Performance in Manufacturing Firms in South-East, Nigeria.	2021	Descriptive research design	Decision makers should set use of ethical conducts as priority towards improving organization performance by set adequate resources and commitment to achieve this ends.

Author Compilation 2023

METHODOLOGY

This study employed a descriptive survey research design. The target population comprised 166 academic staff of the selected

private universities in Anambra State, Nigeria. Due to the manageable size of the population the entire population was use as the sample size for the study. Content validity was adopted. Test retest was used to test the reliability to determine the level of internal consistency of the questionnaire. The results obtained were not the same but highly correlated which implies that the research instrument was reliable for the research work. Data collected through the questionnaire were analysed using Pearson product moment coefficient of correlation were employed to test the hypotheses and establish the relationship between work ethics and its implications on employees’ performance.

Presentation of Data

Analysis and Discussion of Results

The inferential statistical tool used was Pearson product moment correlation statistics. This was used to find out the extent of relationship between the dimensions of work ethics and employees’ performance.

Hypothesis One

H0¹: There is no significant positive relationship between Racial Discrimination and employees’ performance.

The result of the analysis is presented on table below:

Table 1: Test of Significance of Pearson's Correlation between Racial Discrimination and Employees’ performance.

N	Racial Discrimination	Employees’ Performance	P-value	Decision
Racial Discrimination	139	1	-0.480**	
Employees’ Performance	139	-0.480**	1	Significant
Source: Researcher’s Field Survey (2023)				

The result above shows that there is a negative relationship between Racial discrimination and Employees’ performance among academic staff in selected private universities in Anambra State, $r. (139) = -0.480, P < 0.05$. Therefore, the null hypothesis which indicated no significant positive relationship between variables was accepted.

Hypothesis Two

H0²: There is no significant positive relationship between Ethical compliance and Employees' performance.

The result of the analysis is presented on the table below:

Table 2: Test of Significance of Pearson's Correlation between Ethical compliance and Employees' performance

N	Ethical Compliance	Employees' Performance	P-value	Decision
Ethical Compliance	139	.510**		
	.000	Significant		
Employees' Performance	139	.510**		

Source: Researcher's Field Survey Result (2023)

The result above shows that there is a significant positive relationship between Ethical compliance and Employees' Performance among academic staff in selected private universities in Anambra State, $r. (139) = .510, P < 0.05$. Therefore, the null hypothesis which indicated no significant positive relationship between variables was rejected.

Hypothesis Three

H0³: There is no significant positive relationship between Fairness and Employees' Performance.

The result of the analysis is presented on the table below:

Table 3: Test of Significance of Pearson's Correlation between Fairness and Employees' Performance

N	Fairness	Employees' Performance	P-value	Decision
Fairness	139	.631**		
	.000	Significant		
Employees' Performance	139	.631**	1	

Source: Researcher's Field Survey Result (2023)

The result above shows that there is a significant positive relationship between fairness and Employees' performance among academic staff in selected private universities in Anambra State, $r. (139) = .631, P < 0.05$. Therefore, the null hypothesis which indicated no significant positive relationship between variables was rejected.

Findings

The result of findings revealed that there is no significant positive relationship between racial discrimination and employees' performance; ethical compliance has a significant positive relationship with employees' performance in private universities and fairness has a significant positive relationship with employees' performance in private universities in Anambra State. Therefore the study concluded that work ethics had a significant positive relationship with employees' performance in private universities in Anambra State, Nigeria.

Recommendations

As revealed from the results that work ethics enhance employees' performance in the universities, it is necessary that these universities adopt and implement work ethics such as fairness, integrity, and ethical compliance to improve their services.

The management of private universities should employ motivational strategies as a continuous process in their plan to ensure smooth services and effective employees' performance.

It is also important that management of private universities should ensure that these work ethics are made available and adhered to by all members of the staff. The study also recommends that institutions should adopt work ethics to improve employees' performance.

The universities should continue to encourage training and additional skills of employees on matters of professional conduct through internal education programs, and networking with other institutions to improve their competency.

A clear monitoring and evaluation procedure should be set up to regularly test the work ethics of the employees working for the universities. Policies and procedures should be put in place by the university management towards ensuring the ethical compliance of employees which should continually be put under scrutiny to ensure that they are still effective.

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Religion, Ethnicity, and National Integration in the Light of Christian Religion

By

Humphrey Chinedu Anameje

Abstract

The aim of this paper is to examine how religion and ethnicity can be used to bring about national integration in the light of Christian religion, using Nigeria as case study. Nigeria became an independent nation in 1960 with the hope that the country's diverse ethnic groups will be integrated to enhance peaceful co-existence, administrative and economic development of the nation. But these have not been significantly achieved. Since the colonial periods and up till now, there have been ethnic and religious crises that made the concept of national integration seem impossible. Ethno-religious crises in Nigeria are deeply rooted and are threatening the very survival of the country as a nation. Often, Nigeria has experienced intra- and inter-religious crises. The question is: how can this violence work for national unity, integration and development? It has negative socio-economic and political consequences for the nation and its citizens. Unresolved grievances are what aggravate ethnic and religious tension and what usually lead to sectarian crises, tribal unrest, bitter political tussles and insurgences, among others. However, the question of national integration is of necessity and not a matter of choice. The study used historical method of analysis for optimal results. The findings reveal that there have been ethnic and religious crises in the country since its inception as an independent nation; there is need to seriously look into the matter in order to proffer lasting solutions to the problem and prevent the disintegration of the country. The study recommends among others that Christian religious principles should be embraced and put into practice by Nigerians in order to promote unity, integration and national development in the country.

Keywords: religion, ethnicity, national integration, Christian religion

1.0 Introduction

We would like to point out from the onset that this research paper will use Nigeria as a case study. When we mention national integration, we are referring to the awareness of a common identity

amongst the citizens of a country. It means that though we belong to different castes, religions and regions and speak different languages, we recognize the fact that we are all one. The decision which was made by the people of Nigeria prior to independence to become the Federal Republic required that the people would be integrated with one another for the purposes of co-existence, unity, progress and development. But this dream seems to be difficult in Nigeria.

Nigeria is a diverse country with about 200 million people, it is multi-cultural, multi-ethnic, multi-religious and clearly heterogeneous.¹ What is evident also in Nigeria is the crises of marginalization, ethnic rivalries and practice of sectional and tribal politics among others. Amidst all these, the question becomes if there is such thing as National Integration. According to Awa, national integration “is a process of creating a sense of national consciousness, uniqueness of identity and loyalty among people of different socio-cultural identities (racial, ethnic, language, religion, and so on) into a single territorial political society”². These diversities are evidently manifested in the citizens’ cultural and religious practices. For instance, there are more than four hundred documented ethnic groups across the country comprising of millions of people who are adherents of the two major religion, Christianity and Islam. Nigerians are very religious people though the nation has not adopted any religion as a state religion. How best, therefore, can Nigeria achieve this National Integration in the purview of such ethnic and religious practices and inclinations? In this paper, we recognize the importance and contributions of different religions and ethnic practices, but at the same time single out Christian Religion and her tenets as a necessary road-map for charting the course for National Integration.

2.0 Conceptual Analysis

2.1 Religion

Religion is human beings’ belief in God and human beings’ relationship with God. Alamu explains religion as that which “many at times depend on symbols and narratives usually employed to offer a meaning to human existence and also to explain the indices for the creation of the universe”³. The basic requirement is that religion being a belief system must be held by a

group of people who publicly share its doctrine. It is these doctrines that indicate how the people should behave in the given society. They include religious dogma, creed, conviction and principles. Religious ethics hence are those principles that guide religions and set standards for what is and isn't acceptable behaviour. Most Nigerians adhere to the two religions (Christianity and Islam), though it is widely known that there are differences in their understanding of the religions both at the inter and intra group levels. For instance, in spite of the fact that all Muslims are united in their belief of the fundamental pillars of the religion, many of them however differ in their actions, sometimes determined by sectarian variation. The same is similar among the Christians. This is not the problem, rather "the politicization, or outright mischievous projection of these sectarian differences or identities combined with ignorance and deep seated suspicions and stereotypes are what often resulted into violence and conflicts at the intra and inter group levels with severe consequences on the security and integration of the nation.

2.2 Ethnicity

Ethnicity refers to the shared social, cultural, and historical experiences, stemming from common national or regional backgrounds that make subgroups of a population different from one another. Similarly, an ethnic group is a subgroup of a population with a set of shared social, cultural, and historical experiences; with relatively distinctive beliefs, values, and behaviours; and with some sense of identity of belonging to the subgroup.

According to Brumfiel,

ethnicity is an identity based upon a presumption of shared history and common cultural inheritance. Ethnic identity is shaped by both ethnic affiliation and ethnic attribution. Ethnic affiliation refers to individuals' own sense of group membership and the characteristics of the group as defined by its members. Ethnic attribution concerns the characteristics of the group as defined by outsiders.⁴

He explained further that States acted opportunistically and inconsistently in dealing with ethnicity. Sometimes they suppressed ethnic affiliation to weaken the resistance of subject groups to the state. At other times they encouraged ethnic affiliation to accentuate division within the commoner class. States

also used derogatory ethnic stereotypes to legitimize their exploitation of their subjects.⁵

3.0 Religion and National Integration

Nigerians are very religious people. There are three major religions in Nigeria: Christianity, Islam and Traditional religion. Kukah opines that

in 1960, the country was divided along religious zones of influence notably the Muslims in the North and the Christians in the South. The Traditional religion appears to be un-proselytized religion because it does not go forth seeking converts neither does it pick offence when deserted by its adherents nor assume that its object of worship is superior⁶.

However, our concern here is to investigate whether religion has contributed to national integration or not.

During the regime of Babaginda, Nigeria became a member of the Organization of Islamic Conference (OIC).⁷ Though Babaginda's government claimed to have taken the decision on economic reasons, namely, to be able to access the loans available to OIC member countries at a time Nigeria was in need of finance. Christians viewed this as an attempt to 'Islamize Nigeria'. This of course was the beginning of Christian versus Muslim open confrontation in Nigeria.

On another note, the Nigerian constitution does not at all raise any religion to a state religion. Yet, this principle was violated when the governors of the Northern states adopted Sharia law. In Zamfara, the first state to introduce a strict form of Sharia, the government claimed that its religious reform was bringing about major changes, whereas all spheres of public life were being transformed into Islamic oriented institutions. This state sponsored Islamization affected non-Muslims as well, for "they were subjected to gender separation in hotels and restaurants, in buses and taxes."⁸ All these have hampered national integration in Nigeria even in terms of social, political and economic development. According to Asemota, "the tendency of religious groups to politicize religious activities has made the country more difficult to govern"⁹.

Another negative effect religion has had on the country's

integration is the promotion of the culture of corruption. In some churches and mosque today, preaching tends to focus on money, prosperity and so on, whereas, the Holy Books (both the Bible and Quran) have not taught us that. Some of the pastors and Imams have aided and assisted corruption by tasking their followers to look for money at all cost because poverty is not meant for the children of God. Furthermore, religious morals are expected to regulate the entire human life or activities, yet religion has led to various religious conflicts. Remarkably among them are the Maitatsine riot of 1980 in Kano and conflicts between the Izala and Tijany in Gombe in 1987 (Larkin, 2009:126). Also, the Bulunkutu riot of October 1982, the various Kaduna riots of 1987, 1988, Jigawa riot 2001 and Lagos-IdiAraba, 2002. As these were not enough, another riot erupted on 22nd November, 2002, in which about 200 people were reportedly killed, and property worth millions of naira were destroyed.¹⁰ This was believed to have been caused due to “blasphemous publication” against the Islamic sect.

4.0. Ethnicity and National Integration

Ethnicity is a major task confronting the achievement of democracy in Nigeria since independence in 1960. Ethnic sentiment is present almost in all areas of Nigeria’s political, economic and social organizations. In fact, low productivity and ineffectiveness presently experienced in the country can be attributed to ethnic sentiments. One can rightly say that ethnicity has negatively affected national integration.

Nigeria is made up of 250 ethnic groups¹¹. This therefore implies that Nigeria is multi-lingual and multi-ethnic in nature. These tribal differences have given rise to diverse nature of the Nigerian nation. This indicates that though housed in one country, the ethnic groups do not have identical needs, objectives and aspirations. No wonder Obafemi Awolowo as quoted by Ejikeme says that “Nigeria is a mere geographic expression without any basis for unity”¹². These expressions are more real judging from the happenings in the country since independence than the deceit embedded in the slogan of “one Nigeria”. Most often, ethnic sentiments are used in place of merit and skills. For instance, in the case of appointment, ‘God fatherism’ comes in, and one has to favour his people whether they are qualified or not.

Ethnicity has been one of the major factors that have seriously reduced the image and glory of Nigerian party politics. The

“federal character” principle, which has been enshrined in the Nigeria constitution since 1979, seeks to ensure that appointments to public service institutions fairly reflect the linguistic, ethnic, religious and geographical diversity of the country.¹³ It then becomes a fact that federal character is a tool for ensuring fairness in public service over professionalism and good attainment. According to Adamolekun, “the total systematic collapse in Nigeria’s socio-economic and political environment can be attributed to the federal character practice”¹⁴. The implication is that Nigeria will have unqualified people in sensitive government positions. It is observed that parties now adopt the principles of federal character as a means of gaining credibility which goes along with ethnic coloration.¹⁵ In addition, the demand and desperation for the creation of states and local governments in the country have been informed by ethnic sentiments and marginalization.

The effects of ethnicity could be noticed in the area of allocation of national resources. For instance, in the first republic due to the fact that the control of government was in the hands of the North, such opportunity was used to allocate much funds to the Northern parts at expense of the South. Ethnicity had affected the Nigerian policy because it heightens political struggle and competition in electoral contest. The activities of the Northern People’s Congress (NPC) in the first Republics when the North insisted that its candidates must win at all cost, to actualize this, some Northern candidates were returned unopposed even before the commencement of the general elections. Also, the current President Buhari once said that Nigerians should vote on religious and ethnic lines.¹⁶ Whatever the intentions were, these actions and statements could trigger suspicion and crises among ethnic groups and between the two dominant religious groups.

5.0. Ethno-Religious Violence in Nigeria

Nigeria as a nation since 1960, from all indications, has not been able to attain her set objectives of unifying the diverse ethnic groups in all facets, socially, economically, politically, and otherwise. The contributing factors to this reality could be attributed to lack of unity caused by ethnic and religious conflicts. Gradually, Nigerians of different religious and ethnic affiliations are feeling insecure and highly helpless in some parts of the

country. Such conflicts had affected the spirit of unity and integration, which is about peaceful co-existence, unity, and harmony of the diverse people of Nigeria.

The various 'ethno-religious' disturbances were strong force for socio-political instability, and national disintegration. Those disturbances described the gross inadequacy and ineffectiveness of the national security. Thus, in Nigeria security of lives and property could not be guaranteed. The climate of insecurity created by violent conflict deters investment. The economy becomes stagnant and democracy dividends equally become illusions. However, the growing incidence of ethno-religious crisis in Nigeria is worrisome and if ethno-religious conflicts are not reduced now and gradually completely eradicated, the memories from such could create future conflicts. Thus, we can make the argument here that religion and ethnicity contribute largely to national disintegration in Nigeria, and if not resolved will kill Nigeria in the nearest future.

To give just few but recent instances of this ethno-religious violence, since 2009, the Islamist movement, Boko Haram, has been waging war against the Nigerian military, sacking villages and towns and taking thousands of lives in battles and massacres against Christians, students and others they deemed enemies of Islam.

The events of Abuja in 2000 and Jos in 2001 were riots between Christians and Muslims. Another in Jos, Nigeria, was about the appointment of a Muslim politician, Alhaji Muktar Mohammed, as local coordinator of the Federal programme to fight poverty.¹⁷ Other similar riot killed over 100 people in October 2001 in Kano State. In 2002, the Nigerian journalist, Isioma Daniel, wrote an article that led to the demonstrations and violence that caused the deaths of over 200 in Kaduna, as well as a fatwa placed on her life. The 2002 Miss World contest was moved from Abuja to London as a result.¹⁸ The rest of the 2000's decade would see inter-religious violence continue in Jos and Kaduna.

The reaction to the Mohammed cartoons brought about a series of violent protests in Nigeria. Clashes between rioters and police claimed several lives, with estimates ranging from 16 to more than a hundred. This led to reprisal attacks in the south of the country, particularly in Onitsha. More than a hundred lost their lives.¹⁹

In May 2022, Deborah Yakubu, a Christian student in Sokoto, was lynched outside her university by a Muslim mob. Following the lynching, there was violence against other Christian sites; according to a statement released by the Catholic Diocese of Sokoto:

During the protest, groups of youths led by some adults in the background attacked the Holy Family Catholic Cathedral at Bello Way, destroying church glass windows, those of the Bishop Lawton Secretariat, and vandalized a community bus parked within the premises. St. Kevin's Catholic Church was also attacked and partly burnt; windows of the new hospital complex under construction, in the same premises, were shattered. The hoodlums also attacked the Bakhita Centre burning down a bus within the premises.

In June 2022, a massacre left over 50 parishioners dead in the St. Francis Xavier Catholic Church in Owo. Responsibility for the attack was unclear, but the Government blamed ISWAP, whereas many locals blamed Fulani herdsmen.²⁰

6.0. Factors that Undermine National Integration

6.1. Illiteracy: This results to insufficient understanding of the teachings of religion. Every religion preaches peace. The Quran discourages Muslims from caucus arguments with followers of other religions except to invite them to Islam through civility, good words, good manners, and good example. This suggests that it is forbidden to keep company with people who perpetrate negative acts like corruption, conflict, hatred, killing and other acts which are not the teachings of any religion. With peace, there will be development and national integration.

6.2. Politicization of one's Religion or Ethnicity: This relates to individuals in the country who describe their religion or ethnic group as superior or inferior for the sake of access to resources. Wild arguments are thrown on who is the majority, minority, and so on. If this is not controlled, it can degenerate into violent ethnic or religious conflict with its negative consequences on the lives and properties of people. Thus, failure to live in peace leads to destruction.

6.3. Ethnicity/Tribe: Nothing in Nigeria's political history captures her problem of national integration more graphically than the chequered fortune of the word tribe. According to Achebe "tribe has been accepted at one time as a friend, rejected as an

enemy at another, and finally smuggled in through the back-door as an accomplice”²¹. Ethnicity which creates feelings of pride or inferiority complex leads to social injustice and serious conflict to any given society. The sentimental feeling of either minority or majority would never help in nation building. Thus, with good citizenship and worship, we shall build a prosperous nation and live as a developing nation. Society, can only develop when there is peaceful co-existence and due regard in our social interactions.

6.4. Political Manipulation: This is another cause of ethno-religious crisis in Nigeria. It has always been the case that whenever politics is involved in Nigeria, people are swayed either by religious or ethnic sentiments. This has also resulted in loss of lives and property. Politicians have always used such divide and rule mentality to lure gullible citizens along religious and ethnic lines.

Other factors are: poverty, unemployment, influences of international extremists, shallow media coverage, among others which have contributed to the promotion of singularity of identities with the attendant consequences on diversity and multi-cultural outlook of individual and collective identities in the country. All of these impacts negatively on the tolerance level of Nigerians of diverse religions and ethnicity.²²

7.0. Christian Religion and its Importance in Fostering National Integration

The crux of this research is to point out the key role Christian Religion must play to bring about national integration. The discussion so far has tried to expose the different dimensions of the problems we face as a nation. Conversely, it has been shown that religion and ethnicity have contributed to this problem. How then can we talk about bringing solutions through Christian Religion? Why Christian Religion?

The first thing we have to consider is the fact that Christian Religion has stood the test of time for at least 2,000 years. Learning from her long years of experience will not only assure integration but foster peace. In this long period, it has witnessed persecutions and schisms many a time. This long period has also helped in shaping its tradition and principles. The Christian Religion also boasts of being a living example of unity in diversity.²³ Although the Christian Religion started in a given

culture and tradition, it has traversed the entire world without losing its mission and purpose. It has been able to accommodate all ethnic groups in their varied cultures and languages.

The Christian Religion shows and proves to the world that there is possibility of peace even in our diversity and differences. This does not suggest in any way that there were no patches of conflicts and dichotomy. However, Christian Religion has been able to soar above these challenges. Therefore, for religion and ethnicity to promote national integration, the popular misconception that “religion cannot bring unity should be erased”. In realizing the integrative effort of human beings in ensuring national integration, Okwueze affirms that “the agencies of ethnicity and religion must work in close and harmonious co-operation”²⁴. This is only attainable in a situation where peaceful co-existence is attained.

8.0. Recommendations from Christian Religious Principles for National Integration

The heart of this research paper is to show how religion and ethnicity can contribute to national integration in the light of Christian Religion. Following our discussion so far, one could ask if there is something different that Christian Religion could bring to aid national integration since religion as a whole has contributed to national disintegration. However, our discussion here will show that within Christian Religion lies the very lasting solution to Nigerian problem.

As already mentioned, religious ethics are the principles that guide religions and set the standards for what is and isn't acceptable behaviour. These principles if applied in our pursuit for national integration will not only guarantee its realisation but also chart a better course for harmony and unity among the numerous ethnic groups in the nation. For Nigeria's national integration therefore, this paper recommends the following Christian Religious principles:

I. Common Good: The Catechism of the Catholic Church has this to say about the responsibility of the government in maintaining common good. “To ensure the common good, the government of each country has the specific duty to harmonize the different sectoral interests with the requirements of justice.”²⁵. Fanaticism in religion must be minimized in order to pave way for redesigning the Nigerian society. This responsibility extends to every citizen of

the country. Pope Pius XI made this clear also in his encyclical, *Quadragesimo Anno*, when he says that “everyone also has the right to enjoy the conditions of social life that are brought about by the quest for the common good.”²⁶

II. Dialogue: Man is created in the image of God. So if we are not able to treat as brother or sister any other human being, we will not be able to address God as the Father of all. The relationship that man has towards God and other human beings is inseparable as the scripture testifies (1Jn 4:8). The Church also condemns showing discrimination on the basis of caste, religion, colour, and the standard of life. She asks Christians to establish a friendly relationship with people of other religions (1Pet 2:22). They should try to live in peace with every person. It is only then will the Christians really become the children of the heavenly Father²⁷. Leaders should strengthen existing policies that promote tolerance of other people’s culture especially through dialogue.

III. Respect for the Dignity of the human person: The basis for all that the Church believes about the moral dimensions of economic life is its vision of the transcendent worth -- the sacredness -- of human beings. The dignity of the human person, realized in community with others, is the criterion against which all aspects of economic life must be measured.

All human beings, therefore, are ends to be served by the institutions that make up the economy, not means to be exploited for more narrowly defined goals. Human personhood must be respected with a reverence that is religious. When we deal with each other, we should do so with the sense of awe that arises in the presence of something holy and sacred. For that is what human beings are: we are created in the image of God (Gen. 1:27).²⁸

IV. Rights and Responsibilities: Every person has a fundamental right to life and to the necessities of life. In addition, every human person has the right to what is required to live a full and decent life, things such as employment, health care, and education.

The Church supports private property and teaches that “every man has by nature the right to possess property as his own.” The right to private property is not absolute, however, and is limited by the concept of the social mortgage. It is theoretically moral and just for its members to destroy property used in an evil way by others, or for the state to redistribute wealth from those who have unjustly

hoarded it.

V. Preferential option for the Poor and the Vulnerable: Jesus taught that on the Day of Judgement God will ask what each of us did to help the poor and needy: "Amen, I say to you, whatever you did for one of these least brothers of mine, you did for me."

Through our words, prayers and deeds we must show solidarity with, and compassion for, the poor. When instituting public policy we must always keep the "preferential option for the poor" at the forefront of our minds. The moral test of any society is how it treats its most vulnerable members. The poor have the most urgent moral claim on the conscience of the nation. We are called to look at public policy decisions in terms of how they affect the poor.

VI. Dignity of Work and the Rights of Workers: Society must pursue economic justice and the economy must serve people, not the other way round. Workers have a right to work, to earn a living wage, and to form trade union to protect their interests. All workers have a right to productive work, to decent and fair wages, and to safe working conditions.

Workers must fully and faithfully perform the work they have agreed to do, and employers must not look down upon their employees, but treat them with respect as persons ennobled by Christian character.

VII. Solidarity: Solidarity is a Christian virtue. It seeks to go beyond itself to total gratuity, forgiveness, and reconciliation. It leads to a new vision of the unity of humankind, a reflection of God's triune intimate life. It is a unity that binds members of a group together.

All the peoples of the world belong to one human family. We must be our brother's keeper, though we may be separated by distance, language or culture. Jesus teaches that we must each love our neighbours as ourselves and in the parable of the Good Samaritan we see that our compassion should extend to all people.

VIII. Subsidiarity: Subsidiarity charts a course between the individualism and collectivism by locating the responsibilities and privileges of social life in the smallest unit of organization at which they will function. Larger social bodies, be they the state or otherwise, are permitted and required to intervene only when smaller ones cannot carry out the tasks themselves. Even in this

case, the intervention must be temporary and for the purpose of empowering the smaller social body to be able to carry out such functions on its own. Pope Pius XI explains this better when he puts it thus, “just as it is gravely wrong to take from individuals what they can accomplish by their own initiative and industry and give it to the community, so also it is an injustice and at the same time a grave evil and disturbance of right order to assign to a greater and higher association what lesser and subordinate organizations can do. For every social activity ought of its very nature to furnish help to the members of the body and never destroy and absorb them²⁹.”

9.0 Conclusion

This research has so far revealed that ethno-religious conflicts are inevitable in a multi-ethnic and multi-religious society like Nigeria. It is not an over statement to state that ethno-religious conflicts retard national integration, soils social relations and destabilizes the economy of Nigeria nation. Ethno-religious bigotry in Nigeria has become a hinge of various forms of nationalism. The occurrences of ethnic and religious conflicts in Nigeria are alarming and require urgent and continued attention. The spate of ethno-religious crises in Nigeria since independence has produced a catalogue that resulted in an estimated loss of over three million lives and unquantifiable psychological and material damages. In fact, ethnicity and religion have affected negatively on the development of the nation in many ways namely: socially, politically, and economically. In order to proffer solution that brings peace and promote national integration, both religious and political leaders must begin to emphasise the need to embrace peace. The use of ethnicity, and religion should rather unite us as Nigerians in order to promote peace, peaceful co-existence and unity. Okwueze sees peace “as an enterprise of justice, peace results from that harmony built into human society by its divine founder and actualized by man as they thirst after ever-greater justice”³⁰. We therefore conclude that following the principles laid down in this paper, the problem of ethno-religious crises will not only reduce but gradually die a natural death.

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