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A Semiotic Analysis of Selected Signboard Advertisements within Maiduguri

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Abstract: *This study presents a semiotic analysis of selected billboard/signboard advertisements using Ferdinand de Saussure's Dyadic Theory. The study focuses on politics, banks and poultry feed advertisements. Twelve (12) selected billboards/signboards within Maiduguri are obtained as data using sophisticated camera. The data is presented and analysed as follows: Snapped images of the billboards and signboards are presented as data and numbered for easy referencing. Semiotic signs are identified from the images. The signs are analysed using Saussure's Theory. The study reveals that the political, bank and poultry feed advertisers uses different signs to attract customers. The political advertisers use images of roads, schools and flyover constructed by the governor and IDPs fed together the vehicles bought to show the governor's achievements to persuade the people the state to vote for them for a second tenue. The banks and feed advertisers uses different signs to also attract passers-by, as first bank uses elephant to show they are big, Union bank uses a horse to show they are strong, while feed sellers use the paintings of a hen, eggs, chicks and bags of their feeds to attract customers to buy the real ones. This study therefore concludes that the signs on the boards make it easy for potential customers or passers-by to know the message the sign boards are trying to pass by providing clue to him/her on what they want to advertise.*

Key words: *semiotics, advertisements, billboard, signboard*

INTRODUCTION

This research attempts a semiotic analysis of selected billboard advertisement using Ferdinand de Saussure's Dyadic Theory. Semiotics is simply the study of signs, with sign as anything that creates meaning; it can be words, images, paintings, sounds, objects e.t.c.

Billboard or signboards are used to send so many messages in the forms of signs. Advertisers often use the billboard/signboards as sign in sharing messages to their customers in order to advertise their products. However, it is often difficult to understand the message they are trying to send. This, therefore, has prompted the researcher to carry out a semiotic analysis of the selected billboard advertisements.

The study focuses on twelve (12) billboards/signboards advertisements which comprises political, banks and feed advertisements. The study will also be limited to Saussure's Signifier and Signified.

The study is important because it gives a technical explanation on how signs can be figured out on advertisements placed on billboards. It is also important for researchers that will want to carry out a study on advertisements

. Ferdinand de Saussure's Dyadic Theory is adopted for this study. It is a theory for semiotic analysis where a sign consists of Signifier and Signified. The Signifier" is the physical form of a sign, such as word, sound or image while the "Signified" is the concept the signifier refers to. For example, imagine a streetlight turning red, which makes many cars to stop. The red light of the traffic light is the "Signifier"- physical form of the sign; the act of stopping the car is the "Signified"- what the signifier refers to. Saussure's "Signifier" and "Signified" are further explained with an example below:

A teacher gives his students a test and announces that any student who is through with his test should raise his/her hand. One of the students raises his hand a few minutes later. This shows that the sign is understood. The message in the teacher's announcement shows that the students should submit their paper after raising their hand. The teacher's announcement is Saussure's "Signifier".

The response of the student by raising his/her hand is Saussure's "Signified". If the teacher decides to collect or reject the paper, this is the "object" of the sign.

ITERATURE REVIEW

This section consists of a review of some literature on the concept of semiotics and studies on advertisements.

The Concept of Semiotics

The term "semiotics" comes from a Greek word *semeion* - meaning "a sign". It has been described as a term that explains what laws govern a sign and what constitutes it (Danesi, 2004). Semiotics is also described by Chandler (2007) as a study of the role of signs as part of social life which take the form of words, images, sounds, gestures, objects and more, while Sobur (2009) explains it as a science that explores signs. Sobur further considers semiotics as a method of analysing signs. On his part, Eco (1986) defines semiotics as everything that can be taken as a sign. To Eco, anything can be a sign as long as someone interprets it as something - referring to or standing for something other than itself. This means every existing thing in our life is like a sign. From the various definitions of semiotics given, one can generally define it as a study of signs.

Halliday and Matthiessen (2014) state that there is a mutual relationship between semiotics and language because a semiotic system operates in the same context of situation as language. Thus, it can be said that they complement each other. For example, "gesture" is a semiotic system that relates to language. The mutual relationship between the gestures and Language show makes language a semiotic system.

Studies on Advertisements

A number of studies have been carried out on movies using different semiotic approaches (Saussure's, Barthes' and Peirce's, among others). For example, Ariyadi (2014), who carries out a study on meaning in advertisement of Axe perfume from a

Semiotics perspective. The study is aimed at identifying and analysing denotation and connotation of the new Axe perfume on television. Barthe's Theory of Denotation and Connotation is used as a theoretical framework in the study. The study uses the Descriptive qualitative method for the analysis. His data are moving pictures in the advertisement which is obtained from the internet. The result shows that the denotation of the advert is that producers influence the consumers by offering them reward if they use the Axe perfume while connotatively a reward is offered to the buyers which show that the perfume is effective. It is concluded that all the scenes have denotative and connotative meaning.

Another study relevant to this study in terms of semiotics is that of Nazar (2014). The study examines advertisement of beauty cream and their impact on university students from a semiotic perspective. Saussure's theory is adopted as a theoretical framework. Like the present study, the study focuses on Saussure's Signifier and Signified. Linguistic and Semiotics methods are used to analyse the data. His data is obtained from youtube. Nine (9) beauty creams are analysed. It is found that there is extensive use of adjectives in the advertisements to describe the beauty of the products. The findings also show that age and gender has a significant impact on the advertisement on Indian television advertisement while ethnic group or language group does not.

Similar to this study on semiotics is the work of Gupta and Sharma (2015) who conducts a study on the impact of Indian television advertisement on consumers. They analyse meaning, symbols and messages in the advertisement. Their data was obtained through online survey. Their findings indicate that it is difficult for advertisers to attract customers through their adverts because of different cultures.

Another study on Advertiseent is Fathiyah (2018), who carries out an analysis of Axe Monday perfume advertisement. The source of data of the study is video advertisement of axe Monday. The data for analysis include text images and sounds. Like the present study, Ferdinand de Saussure's theory of Signifier and Signified is used as a theoretical framework. Descriptive qualitative method is used to describe science in marketing advertisement of axe Monday perfume. The findings reveal that twenty (20) signs of axe Monday perfume were found. Monday in the advertisement is used to refer to many things including Monday (of working).

Furthermore, Alok, Amita and Rachana (2017) is a study on semiotics that examines gender role as stereotype in magazine advertisement. Twelve (12) advertisements are analysed from Feminina cosmopolitan 2016. Descriptive qualitative method is used in the analysis. Goffman's theory is used as a theoretical framework for the study. The findings reveal that feminine and masculine are used as sexual objects in magazines.

In another study, Lestara (2016) is also a study on semiotics. It is aimed at analysing KFC Advertisement Posters using Peirce's Semiotic Theory. The theory specifically analyses the advert using Peirce's Representamen, Object and Interpretant. Peirce's types of sign: icon index and symbol are used to categorise and explain the meaning of the advert. The internet is used to download the advertisement Posters. The analytical method used in analysing the Data is Descriptive Qualitative method. Questionnaire is shared among KFC consumers to obtain their opinion on the posters. It is found that the Semiosis Process of Representamen, Object and Interpretant are all seen in the Advertisement. The findings also show that the meaning of the three types of signs depends on the background, knowledge and experience of the consumer.

Lastly, Adham (2012) presents an analysis of iconic representation of women in advertisement media of the Middle East. The study specifically examines how messages on representation of women in the Middle East are being conveyed to the audience using semiotic resources. The study adopts Kress and Leeuwen's Semiotic Theory for the analysis. Halliday's Functional Linguistic theory is also incorporated for the analysis.

The findings of the study show that different messages are realised from the advertisements as conveyed to its viewers. It is concluded that the underlying message is that the Middle East advertisement media has another agenda.

In conclusion, all the studies reviewed are on advertisements like the present study. However, they adopt different semiotic approaches.

DATA ANALYSIS

Twelve images of billboard/signboard advertisements are analysed and discussed using Saussure's theory. The advertisements are adverts on politics, banks and food stock within Maiduguri. The images of the billboard/signboard advertisements are also numbered for easy referencing. The data analysis and discussion are carried out together.

Billboard Advertisements on Politics

Below is an analysis on billboard advert. relating to politics. Adverts 1-3 below are presented and analysed simultaneously.

Advert One

This advert shows an image of the governor of Borno State, Prof. Babagana Umara Zulum and his deputy providing for the needy especially the internally displaced persons (IDPs).

Advert Two

Advert two shows an image of the governor of Borno State, Prof. Babagana Umara Zulum with the vehicles he bought and the roads and flyover he constructed.

Advert Three

This advert shows an image of the governor of Borno State, Prof. Babagana Umara Zulum with some the schools built during his first tenue.

Adverts 1-3 above are obviously billboard advertisements on politics within Maiduguri showing images of the governor of Borno State, Prof. Babagana Umara Zulum and his achievements during his first four years as governor. These achievements include providing for the IDPs in advert one, buying vehicles, constructions of roads and flyovers in advert two and building of schools in advert three. The images of the roads, schools, flyover constructed by the governor and IDPs fed together the vehicles bought is the signifier because the take the form the sign. All these refer to the governor's achievements which is the signified. Four plus four (4+4) are also seen in all the adverts. The first four (4) here is a signifier which means the governor's first four years in office (signified). Plus (+) is another signifier meaning the governor wants something in addition (signified). The second four (4) signifies that the governor wants another four years because of the achievements shown on three billboards.

Signboard Advertisements on Commercial Banks

Below is an analysis on signboard advert. on commercial banks in Maiduguri. The adverts are presented and analysed below.

Advert Four

Advert four below shows Sterling bank sign board standing outside the bank.

The signboard here has an orange and white colour as its official colour. Number one is also seen on the sign board. The orange, white colour and the number one are the signifiers because they take the form of the sign. Sterling bank in which the sign represent is the signified.

Advert Five

Advert five shows Union bank sign board just outside the bank.

The signboard has a white and blue colour as its official colour. A horse is also seen on the sign board. The blue, white colour and the horse are the signifiers because they take the form of the sign. Union bank in which the sign represent is the signified.

Advert Six

This advert shows United Bank for Africa (UBA) sign board in front of the bank.

The signboard has a white and red colour as its official colour. A logo is seen beside the name of the bank. The red, white colour and the logo are the signifiers because they take the form of the sign. United Bank for Africa in which the sign represent is the signified.

Advert Seven

Advert seven below shows First bank sign board standing outside the bank.

The signboard here has a white and blue colour as its official colour. A sketch of an elephant is one is seen beside the name of the bank. The blue, white colour and the elephant are the signifiers because they take the form of the sign. First bank in which the sign represent is the signified.

Advert Eight

This advert shows Fidelity Bank sign board in front of the bank.

The signboard has a green and blue colour as its official colour. A logo is seen above the name of the bank. The green, blue colour and the logo are the signifiers because they take the form of the sign. Fidelity Bank in which the sign represent is the signified.

Signboard Advertisements on Poultry Feeds

Below is an analysis on signboard advert. on poultry feeds in Maiduguri. The adverts are presented and analysed below.

Advert Nine

This is a signboard of chicken and its feed

The signboard shows the painting of a hen, eggs, chicks and bags of their feeds. These are all signifiers because they are the form of what the seller intends to sell. The concept that real hen, eggs, chicks and feeds are what the seller is advertising for people to buy is the signified.

Advert Ten

This is a sign board of chicken feed seller

The sign board shows the painting of bags of chicken feeds and two chickens. The bag and chicken are the signifiers because they are the form of what the seller wants to sell. Chicken feeds are what the seller is advertising (Signified) because the two chickens are just to show that the feeds in the bags are for chickens.

Advert Eleven

This is a sign board of chicken feed distributor

The sign board shows the painting of bags of chicken and fish feeds. On both ends are fish and chickens. The bags, fish and chicken are the signifiers because they are the form of what the seller wants to sell. The chicken and fish feeds are what the seller is advertising (Signified) because the fish and chickens are just to show that the feeds in the bags are for both.

Advert Twelve

This is another sign board of chicken feed seller

The sign board also shows the painting of bags of chicken feeds and two chickens. The bag and chicken are the signifiers because they are the form of what the seller wants to sell. Chicken feeds are what the seller is advertising (Signified) because the two chickens are just to show that the feeds in the bags are for chickens.

DISCUSSION

From the analysis, the sign boards are clearly trying to pass different messages to customers of such products using different signs. First, political adverts one, two and three show images of roads, schools and fly over constructed by the governor and feeding of IDPs together the vehicles bought which refer to the governor's achievements. Four plus four (4+4) seen on all the adverts means the governor after completing his first four years wants another four years because of his major achievements shown on three billboards.

Second, adverts four, five, six, seven and eight are all bank adverts trying to attract customers. Advert four uses the colours orange and white and the number one to represent the bank Sterling bank. The number one on the advert is to show that they are the best. Advert five uses blue and white with a horse to represent Union bank. The horse is to show that they are strong and reliable. UBA in advert six uses red colour and a logo to represent the bank. First bank in advert seven uses the colours blue, white and an elephant to represent the bank. The elephant signifies they are big. Fidelity bank in advert eight uses green and blue colours with a logo to represent it.

Finally, advert nine, ten, eleven and twelve are adverts of poultry feeds, chicken and fish. In advert nine, the paintings of a hen, eggs, chicks and bags of their feeds are used to attract customers to buy the real ones. In advert ten, the painting of bags of chicken feeds and two chickens are used to also attract customers to buy the real items. Advert eleven shows the painting of bags of chicken and fish feeds to also attract customers to buy the real products. Advert twelve is the painting of bags of chicken feeds and two chickens meant to persuade people to buy what they sell.

CONCLUSION

At the end of this study, it is obvious that sign boards are very important means of passing message to possible customers. The political advertisers use images of roads, schools and fly over constructed by the governor and feeding of IDPs together the vehicles bought to show the governor's achievements to persuade the people the state to vote for them for a second tenue. The banks and feed advertisers uses different signs like first bank using elephant to show they are big, Union bank using a horse to show they are strong, while feed sellers use the paintings of a hen, eggs, chicks and bags of their feeds to attract customers to buy the real ones. They try to make it easy for customers and passers-by to know the message the sign boards are trying to pass by providing clue to him/her on what they want to advertise. Saussure's theory therefore makes it easy for the targeted customers or passers-by to find out the message of those sign boards using the Signifier and Signified. \

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A Study of Counterterrorism Strategy and Operations in Sub-Saharan Africa with Reference to Multinational Joint Task Force (MNJTF) and Multidimentional Integrated Stablization Mission in Mali (MINUSMA)

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Abstract: *The study offers a counter-terrorism strategy and operations in Sub-Saharan Africa with reference to multinational joint task force (MNJTF) and multidimensional integrated stabilization mission in Mali (MINUSMA). The study was guided by the specific objective. Literature was reviewed in line with the objectives of the study and Regional Security Complex theory was adopted to this study. The data used in the study were derived from both primary and secondary sources. The primary data were sourced from diplomats and some military personnel which form 250 as the population of the study which were obtained through key informant interview (KII) and focused group discussion as an instrument. A sample size of 20 KII including diplomat in the Chadian consulate and 5 each from Malian embassy, MINUSMA desk officer in ECOWAS and some MNJTF personnel of operation Lafiya Dole, while secondary data was obtained through documented report as evidence to support the view point. The result of this study reveals that lack of trust among member countries, sharing of intelligence across the border and inadequate resources were the major challenges of the MNJTF member countries, while lack of capacity due to insufficient number of personnel serve as a challenge for MINUSMA. Therefore, the study concludes that a lot must be done to secure and stabilize those regions affected by terrorism through counter-terrorism measures. The study recommends that the regions porous border should be secured and Nigeria should offer greater respect and collaboration towards other members of the MNJTF whereas MINUSMA should expand its activities beyond support to the peace agreement to empower the mission in order to achieve its goals.*

Key words: *Terrorism, Counterterrorism, porous borders, multidimensional integrated stabilization mission in Mali (MINUSMA)*

INTRODUCTION:

Terrorism is not a new phenomenon; it is as long as international politics and state building, earlier cases of terrorism predate the world war years. In 2012 the Muslim World League (MWL) defined terrorism as any act of aggression committed by individual, groups or states against human beings including attacks on their religion, life, property or intellect property or honour. The MWL, further stated that any act of violence or threat designed to terrorize people or endanger their lives or security and also, damaging the environment and public facilities is an act of terror. *Muslim world league, (2017).* The act of terrorism is an instrument for the attempted realisation of a political or religious project that perpetrators lacking mass support are seeking, that is generally involves, coerce target audiences. Therefore, the rise in terrorism has adversely affected regional security or rather security regionalization.

Regional security is a unit whose major processes of securitization, de-securitization or both are so interlinked that their security problems cannot reasonably be analysed or resolved. Security Regionalisation is a system of norms, practices, relationships, alliances and institutions constructed or developed by a group of like-minded and/or geographically-contiguous nations to address, enhance or ensure international and/or regional security (Buzan and Wæver 2003). Since 2009, Boko Haram insurgency has attacked the civilians, military, government facilities such as Nigerian police force headquarters in Abuja, multinational assets (such as the UNDP compound in Abuja), government schools as well as capturing territories and spreading to some parts of the Lake Chad Basin (LCB) region of Niger, Chad and Cameroon. Nigeria started an onslaught on Boko Haram at the onset of its activities in the Northeast; however, before the formation of the joint task force by the Lake Chad Basin regional authorities, the activities of the sect had spread to neighbouring countries, apparently the terrorists targeted these countries for attacks in retribution for their participation in the regional joint task force and for daring to support Nigeria's efforts in quelling the insurgency (Lake Chad Basin Commission, 2014).

Boko Haram is a radical Islamic movement that originated from the Northeast region of Nigeria. The sect was funded in 2002 by Muhammad Yusuf in Borno state of Nigeria, but after his death its leadership has elevated to a more aggressive and violent terrorist network with affiliations and allegiances to other international terrorist's organisations like the Islamic state of Iraq and Syria (ISIS), Al-Qaeda and other extreme networks. Studies observe that the Boko Haram has been since 2002, but not until July 2009 when the confrontation between the group and the Nigerian security forces that the sect become a national security threat and regional concern.

The activities of the sect have become so dreadful that the Nigerian government and the international community declared it an insurgent group, because the activities of Boko Haram have continued to dominate headlines around the globe, and the rate of incidence and attacks have exceeded to the neighbouring state like Chad, Niger, and Cameroon. In response to this scourge, the lake chad basin states (Cameroon, Niger, Chad and Nigeria) stepped up a military action leading to the reactivation of the MNJTF as a multinational organisation that can bring an end to the crises along the region.

Historically, the Multinational Joint Task Force (MNJTF) is a multilateral security platform formed by Nigeria, Chad, Niger and Cameroon, it was originally set up in 1994, during the regime of Gen Sani Abacha, with the responsibility of curtailing banditry activities along the northern border of Nigeria. However, in 1998 it was expanded to combat transnational crime in the Lake Chad region, but was mostly dormant until 2012, when it was reactivated to deal with Boko Haram insurgency. In order to cope with the spread of terrorism in the region, the Paris Summit of May 2014, which brought together the heads of state of Benin, Chad, Cameroon, France, Niger and Nigeria, and representatives of the US, UK and EU, who decided to promote regional security cooperation to fight Boko Haram, by means of coordinated patrols and border surveillance, pooling intelligence and exchanging relevant information (Lake Chad Basin Commission 2014).

Mali was the most democratic country in Africa in the past 20 years. Although Mali was the first victim of the North African unrest, there are many other fragile states in its neighbour- hood, there were three main reasons for the crises in Mali, firstly, there was a historical conflict in society, the Tuareg minority, who lives in the northern part of the country, wanted autonomy in the Azawad region. Mali had to face deeper economic problems worsened by drought and increased by the global economic crisis, Secondly, there was a revolutionary wave in the Arabic countries, which started in North Africa, and finally, radical Islamist groups joined the rebels thus the Mali crisis presented a threat to the regional and the international security.

Al-Qaida in the Islamic Maghreb (AQIM) is essentially a regionally-focused terrorist group located in North Africa drawing its followers largely from the Algerian Islamists group. Its reach has also expanded across the Sahel region South of the Sahara Desert, attracting members from Mauritania, Morocco, Niger and Senegal as well as from within Mali. (Morlen, 2013). The final moment which led to the Malian crisis was the Libyan regime change. After Gaddafi's return in Africa in the 1970s he welcomed the Tuareg migrants. Gaddafi integrated them into the Libyan Forces. They played an active role in the civil war on both sides. After Gaddafi's death these experienced and heavily armed fighters had to leave Libya and returned into Mali and that triggered the Mali crisis. The French operations quickly intercepted and suppressed the Islamic militias, and the African led mission had been deployed sooner than planned with the first troops arriving on 17^{th} January. After the intervention reached its main goal to stop the extremists and stabilize the northern region AFISMA transformed into a multidimensional peace–building mission (MINUSMA) supporting the stabilization of peace and security in the region, which is UN peace keeping mission in Mali.

Statement of the Research Problem

The 21^{st} century has witnessed a rapid surge in insurgency and terrorists network around the globe. Following the 9/11 which claimed the lives of people in the world and has continued to be plagued by the threat of terrorism and insurgency. The collapse of the Cold War in 1991 did not usher in the eradication of global conflicts. The contemporary global conflicts, which refers to the existing patterns of conflicts in the post-Cold War era, are predominantly symmetric and internal in nature, and reflect breakdowns in states, which implies the disappearance of the structures through which internal power balances are organized and the appearance of 'holes' in the international fabric of sovereign states". Intrastate or internal, rather than inter-state, conflicts are more prevalent in the contemporary international system (Miall, Ramsbotham and Woodhouse, 1999).

There are currently fifteen African countries involved in war, or are experiencing post-war conflict and tension. These include Cote d'Ivoire, Nigeria, Liberia in West Africa; Mali in North Africa; Sudan, Somalia in East Africa including Central Africa Republic Burkina Faso, Burundi, Cameroon, Ethiopia, Kenya, Democratic Republic of Congo (DRC). These conflicts have spread across boarders and threatened international peace and security through mass refugee flow, proliferation of small arms and light weapons and the rise of local mercenary groups (Bontwell and Klane, 2000).

There are several organized rebellions, insurgences, Islamic Terrorism in Africa, which wreak terrible havoc on African people and threaten national stability, like the militia in eastern Congo, the Dafur Janjaweed in Sudan, and the coming of the Tuareg in northern Mali and Al-Qaida in the Islamic Maghreb [AQIM] that spread to the other African counties, down to the present issue of Boko Haram insurgency in Nigeria. The MNJTF is an offensive and stabilisation military forces with the objectives of combating Boko Haram and other terrorist operating around the Lake Chad Basin. MINUSMA focused on attaining progress in the transitional political process in providing security and humanitarian stabilization in Mali. MINUSMA is to guarantee the peace and security of Mali, and to promote the reconciliation process, support the national dialogue, develop human right and reintegration of the Malian populace. The threat and conflict dynamics of terrorism are so pervasive that no one country, not even the super powers like United State of America, can successfully fight terrorism alone. For this reason, there have been a lot of collaborative efforts by states or the international organisation, civil society organisation, and financial institutions in fighting against terrorism.

According to Onuoha and Ezirim (2013, p. 2), in west Africa particularly, terrorist's footprints are increasing due to the activities of AL-Qaeda in the Islamic Maghreb (AQIM), the Movement for Unity and jihad in west Africa (MUJAO), Ansar Dine, Boko Haram and other militant. (Ugwuaze,2017, pp. 6-7). Similarly, Adetula (2015), and Lee (2015) contend that west Africa happens to be among the worst hit sub-regions in Africa by terrorism due to poverty, poor governance, corruption, communal violence, weak state structure and religious intolerance.

The study argues that despite the plethora of studies carried out on the crises in west Africa, sub-Saharan Africa and their counter-terrorism measures, only few scholars were able to explore comparative cross-regional studies on counter-terrorism operations of MNJTF and MINUSMA. Little was discuss on their comparative analysis. Studies have shown that Nigeria as a nation states appear to be the preponderant hegemonic power in the Lake Chad Regional Security Complex (Tar and Mustapha, 2017), whether peace keeping missions are able to deliver and restore sanity to troubled regions (Ritter, 2014), the need for synergy and functionality amongst Multinational Joint Task Force against insurgency (Albert, 2017), Busher (2014) dwelled on introduction: terrorism and counter-terrorism in Sub-Saharan Africa etc. Most of these scholars took single dimension in tackling the problem of terrorism in sub Saharan Africa, therefore this makes the researcher to focus on the comparative Analysis of MNJTF and MINUSMA.

Research aims and Objectives

This study aims to provide an in-depth understanding in to the factors that led to the formation of MNJTF and MINUSMA, and the operational dynamics of MNJTF and MINUSMA, it further identifies the challenges undermining an effective and robust regional counterterrorism operation in the lake chad basin and Mali.

Literature Review

Scholarly approaches and views have been established in conceptualizing terrorism. According to Stillman (2003), terrorism is an instrument, design for the attainment of some political, religious, or ideological goal. Paust (1974), views terrorism as a purposive use of violence or the threat of violence by the precipitators against an instrumental target in order to communicate to a primary target a threat of future violence so as to coerce the primary target into behavior or attitudes through intense fear or anxiety in connection with a demanded power outcome. Metz (2004), sees terrorism as a strategy used by groups which cannot realize their political aims through conventional means of seizure of power. These strategies used is characterized by continued, asymmetric violence, ambiguity, the use of complex terrain such as jungles, mountains, urban areas; psychological warfare, and political mobilization which are designed to protect the terrorism and eventually affect the balance of power in their favor.

Şehirli, (2000), observes terrorism as any kind of act done by one or more persons belonging to an organization with the aim of changing the characteristics of the Republic as specified in the Constitution, its political, legal, social, secular and economic system, damaging the indivisible unity of the State with its territory and Nation. Mullins, (1997) sees terrorism as "the unlawful use or threatened use of force or violence by an individual or an organized group against property or even people with the intention of intimidating societies or governments, often for achieving certain ideological, economical, and political reasons". Moreover, Powell and Abraham (2006), terrorism is a violent move by a person or group of persons to resist or oppose the enforcement of law or running of government or revolt against constituted authority. In other word, terrorism is a move through violence means by a group to resist the law enforced by an existing authority. One of the major debates among scholars of counter-terrorism revolves around the definition of the term. However, this study provides a working definition build upon a growing consensus among social science scholars, regarding the main characteristics of the phenomenon. Omelicheva (2007) defined counterterrorism as a mix of public and foreign policies designed to limit the actions of terrorist groups and individuals associated with terrorist organizations in an attempt to protect the general public from violence. As a type of policy, counterterrorism encompasses a range of actions (e.g., freezing financial assets of terrorist organizations), specific decisions (e.g., a decision to join international treaties aimed at addressing different aspects of terrorism), general guidelines (such as provisions allowing for the use of military forces on the territory of other states), observable behaviours of states (e.g., police raids on possible terrorist sites), and verbal pronouncements of policy makers (e.g., promises of military and economic aid to other states struggling with terrorism). Busher, (2014) identified counter-terrorism as state policies, which are commonly enacted or implemented in response to oppositional terrorist events/threats, and/or policies declared by states as directed, at least partially, at preventing or limiting future oppositional terrorist acts. Nigerian's neighbours have worked through regional organisations including the African Union (AU), the Economic community of west African states (ECOWAS) and the lake chad basin commission (LCBC). The LCBC created the multinational joint task force (MNJTF) in 1998, and it mandate was terrorism as an area of focus. *Vanguard, October 19, 2012* Nigeria and its neighbours have talked about creating such a force since the early days of the group's, back in 2009. Before this, a poorly-arranged multinational military alliance between Nigeria, Cameroon, and Niger had the mandate to disrupt the doings of the group. But the most palpable shortcoming of the present multinational responses has been a lack of mutual confidence between the participant states. McQuaid, Julia, et al. Rethinking the US approach to boko haram,2015.

Frank (2016) noted that in 2014, the MNJTF was established by the countries of the Lake Chad Basin to tackle the threat posed by Boko Haram in the region. He further stated that, one of the most concrete steps taken by Boko Haram terrorism is the reorganisation of the MNJTF by the Lake chad basin countries of Nigeria, Cameroon, Niger, chad and non- member country Benin republic. Albert (2017) also observe that the deployment of the MNJTF has to the extent helped in the restoration of state authority in areas affected by Boko Haram and assisting internally displaced persons (IDPs) and refugees to return to their homes. The MNJTF, comprising Nigeria, Chad, and Niger had existed since 1994 to combat trans-border banditry in the Lake Chad Basin but was inactive until 2012, to combat Boko Haram (Musa,2015)

Methodology of the study

The study adopted qualitative method of exploratory approach to give clear understanding of comparative operational dynamics of MNJTF and MINUSMA in counter-terrorism. In this study both primary and secondary sources of data were collected. The primary data was sourced from the key Informant interview through focused group discussion and in-depth interview as the instruments for data collection. It was conducted and transcribed in English Language. The secondary source for this study involved relevant, related and useful published and unpublished journals, academic articles, periodicals, newspapers and online materials, of the MNJTF/MINUSMA area operations. The study Population comprises of 250 diplomats and officials from the Chadian consulate in Maiduguri, Borno State Nigeria, military officers of the operation lafiya Dole for information of MNJTF and Malian embassy in Abuja, police officers who are working as MINUSMA peacekeepers in Mali and ECOWAS standby force desk officer in charge of MINUSMA, who were available at the time of the interviews and Focused Group Discussion was also conducted with some officials on ground. The sample size for the study is twenty (20) Key Informants Interview. The researcher conducted interview with ten (10) diplomat in Chadian consulate, ECOWAS desk officers, Five (5) diplomats in Malian embassy and Five (5) with Military personnel of the Operation Lafiya Dole or International Organization. The analysis will be manually done by the research assistants; they will extract emerging themes from the translated interviews which will create basis for discussion. (Baker and Edward 2013).

Results and Discussions

Formation of MNJTF/MUNISMA

The diplomat in the Chadian consulate stated that the formation of MNJTF was very sudden due to the crises of Boko Haram which has threaten the Lake Chad Basin Region. It is there since before the crises to combat transnational crime in the LCB region, the Lake Chad Basin Countries head of state and government during the extra ordinary Summit of 7 October, 2014 in Niamey, Niger agreed on the reactivation of the force to solely deal with Boko Haram crises with in the Lake Chad Region, while the formation of MINUSMA according to the respondent representing MINUSMA in ECOWAS stated that the colossal decay in the polity as a result of corrupt leadership and followership, nepotism, internal strife, and deterioration of national army that degenerates to crisis in the socio-economic sphere of Mali, challenges in security operation, marginalization and unfair treatment by the central government, grievances of some communities especially in the northern Mali that were felt neglected, over dependent on external support and the activities of Ansar Dine and movement for unity and jihad that were pushed up by Al-Qaida in the Islamic Magreb that culminated in January, 2013. Malian government seeks ECOWAS Corporation to collaborate with the French troops to seek assist them in the international sphere to fight the Islamist rebels in the northern Mali conflict. The mission was authorized by the United Nations Security Council Resolution 2085: pass on 20th December, 2012 which created the deployment of AFISMA troops, to operate for an initial period of one year. With all the challenges witness in the Operation ranging from political instability, security challenges and the presence of extremist across the country led to the United Nations Security Council resolution 2100: to establish MINUSMA in 25th April, 2013. Therefore, the result shows that prolonged challenges faced by Mali and her adjoining countries coupled with delaying application of situations to the issues, the MINUSMA took long to establish as a result, the formation of the MNJTF was very sudden due to local arrangement from the countries affected by the regional crisis. Despite the fact that the situation under MINUSMA has a superb guiding principles of operation and has greatly affected the region, the current situation according to the desk officer of MINUSMA in ECOWAS stated that the situation is calmer presently after 17years of unrest. The MNJTF has been handling the Boko Haram situation for 12years, shorter than that of the MINUSMA. The operational dynamics of MNJTF as witness isolated operation from among the appropriate ingredient to ensure the success of the mission. This goes in line with the view of (Noemi, 2014) who conclude from its study that multi-dimensional operation in security, has close corporations with the French troops in operation against the Islamist in Mali. MINUSMA from the analysis shows that it has encountered technical, financial and logistics challenge during its operation. This goes in conformity with the view of Abdullahi (2005) who mention that MINUSMA has encountered challenges especially financial and logistics aspect has been the major issue bedevilling the mission's success. Whereas, MNJTF has been suffering from financial disbursement, poor logistics, weak coordination between members as sovereign state and bilingual set up.

The coverage extent of MNJTF/MINUSMA

In response to the coverage extent of MNJTF the *diplomat in the Chadian consulate* stated that they are void of any elaborate guide for operation. Nigeria has been the backbone of MNJTF over the years, while the other countries are francophone, this dichotomy in the colonial backing of member's country created a serious problem and disagreement with the troops of these countries. By utilizing the discretion of your home country might not be well understood or attainable by another, whereby retarding certain mission. While the coverage extent of MINUSMA is by reaffirming its strong commitment to the sovereignty, unity and territorial integrity of Mali, and the mandate of each peacekeeping mission is specific to the need and situation of the country concerned. Therefore, the coverage extent of MNJTF is lacking due to the colonial difference of troops of the force in tackling the crises along the region. While that of MINUSMA was reaffirming the basic principles of peacekeeping, including consent of the parties, impartiality, and non-use of force, except in self-defence and defence of the mission. The MINUSMA has an elaborate operational dynamic which is void of the country of origin the various forces are drawn from either para-military or military. It is a fact that soldiers have to undergo re-training and sensitization in order to have the capacity to adjust under peace-keeping mission. These new rules that soldiers and the likes drawn from the individual countries, have to abide the following:

i. screening, selection and training
ii. Adoption and dissemination of rules and regulations of the operations.
iii. Integration of human right and protection of civilian's requirement in to the planning and conduct of operations.
iv. Monitoring and reporting on military operations.
v. Mechanism and procedures to ensure accountability for human right violation.

CONCLUTION

The persistent threat posed by Boko Haram makes the MNJTF ever more relevant. The emergence of Boko Haram sect has shifted the dynamic of security situation in the history of

Lake Chad Region and the security challenges of arm banditry, smuggling, illegal migration that dominated the porous Nigerian boarders with Cameroon, Chad, Niger and Benin republic have transformed into a major threat to the national sovereignty of the LCB countries and the regions of the sub- Sahara Africa. However, this force alone is no panacea, a lot still remains to be done to secure and stabilise those regions affected by the insurgency. The MINUSMA's mandate renewal to clarify its objectives and strategic priorities for the mission, aim to create a political and security environment in which the government of Mali can pursue institutional reforms and national actors can deliver services and peace dividends to the Malian population. The study concluded that there are significant successes on both side (MNJTF/ MINUSMA) but they should put more effort to end the crises that bedevilled the countries affected by the insurgency.

RECOMMENDATION

i. The national actors of MNJTF should prioritise the humanitarian response along with reconstruction efforts, but not at the expense of each other. However, MINUSMA should supply appropriate military equipment and financial support to MINUSMA troop.

ii. The national actors of MNJTF should increase communications and public knowledge on military operations, to provide a better picture of the campaign against extremism and other developments in the area. Whereas, MINUSMA's leadership should then prioritize and sequence its activities to best achieve the objectives outlined by the Council.

iii. The MNJTF should provide with adequate intelligence sharing among the Boko Haram affected countries and the international community in general. While, MINUSMA should increase pressure on armed groups to fulfil their commitments to the peace agreement, increasing opportunities for no signatory actors to participate in the political process, linking local-level mediation efforts in the centre of the country to broader national decision making.

iv. The regions porous borders should be secured by setting up a regional joint boarder police which will be achieved through sending of the forces to technologically advance societies for training. Whereas, the Malian police that are in collaboration with the MINUSMA troops should help with intelligence sharing to facilitate in the achievement of the mission.

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The Role of Idiomatic Expressions in Improving Communicative Competence among Selected Students of Higher Institutions within Maiduguri

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Abstract: *This study is aimed at examining the role of idiomatic expression in improving selected higher institution students' use of English Language by enhancing effective communication among the students and with the use of idiomatic expressions. The study adopts Noam Chomsky's theory of Competence and Performance. The study covers thirty (30) students of three (3) selected higher institutions (Ramat Polytechnic, Borno State University and College of Agriculture) within Maiduguri. Ten (10) students are selected from each school with tables used to show their grades in oral and written tests. The study reveals that the students of the three schools exhibit good oral and written skills using idiomatic expressions with minimal amount of differences realised in terms of performance between the oral and written tests. It can be concluded that students are good in using idiomatic expressions regardless of the expressions being oral or written.*

Key words: *Idiomatic expression, Competence, Performance*

INTRODUCTION

Idiomatic Expression are expressions whose individual meaning are different from the meaning as a whole. They are often used to express feelings in an unusual way. These are used by students in higher institution either spoken or written as this will effectively develop their communicative competence.

This study is aimed at examining the role of idiomatic expression in improving selected higher institution students' use of English Language by enhancing effective communication among the students and with the use of idiomatic expressions using Noam Chomsky's theory of Competence (what one knows) and Performance (what one can do). Idiomatic Expressions are not only meant to equip the student with effective means of communication but also help in developing other skills of language learning. It is one of the sub-topics in English Language. The study related competence to performance by assessing students' actual performance with their theoretical knowledge of the Idiomatic expressions.

The study covers thirty (30) students of three (3) selected higher institutions (Ramat Polytechnic, Borno State University and College of Agriculture) within Maiduguri. Ten (10) students are selected from each schools.

The study is significant because it is designed to find out whether differences exist between students' competences (what they know about English Idiomatic expressions) and performance (what they can do with English Idiomatic expression). The study will also be important because it is designed to find out whether differences exist between students' competences (what they know about English Idiomatic expressions) and performance (what they can do with English Idiomatic expression).

LITERATURE REVIEW

This section consists of a review of some literature on the Concept of Idiomatic Expression and studies on Idiomatic Expressions.

The Concept of Idiomatic Expressions

The term "Idiomatic Expression" is an expression whose individual meaning is different from the meaning as a whole. It can also mean two or more words with meaning other than the actual meaning. They are often used to express feelings in an unusual way. These are used in spoken and written form as an effective means of communication. Examples are as follows:

1. Hit the hey - go to bed
2. Tie the knot - get married
3. Kill two birds with one stone - solve two problems with one effort
4. A piece of cake – very easy
5. Beating around the bush – not going straight to the point
6. Driving me bananas – making me go crazy
7. Get over it – forget about the past
8. Hang out – spent time with friends
9. Make a key decision - make an important decision
10. Knocked on my heels - surprised

It is obvious that the idiomatic expressions above all have a different meaning to their literal meaning.

2.2 Studies on Idiomatic Expressions

Several studies have been carried out on idioms in language. For example, Al-khada (2015) in his paper titled "Towards Idiomatic Competence of Yemeni English as a Foreign Language Undergraduate" investigates the recognition, comprehension and English idiomatic usages of Yemeni EFL students. Specifically, the paper dwells on how idiomatic competence of 63 sophomores sample and English proficiency which is carried out at English department University of Taiz. Questionnaire and idiomatic test are used to collect the data for the study. It is found that students with higher score in idiomatic test performed better than their fellow students with low score in listening and speaking skills test. The researcher concluded by giving suggestions.

Liotas (2015) is another study on idiomatic expression that dwells on pragmatics. The paper is aimed at studying how ESOL class Rooms develop idiomatic competence. The paper adopts an integrated theoretical framework for the analysis. The findings show that idiomatic learning process needs to go with the learning process of the English language to achieve a social relevance and communicative reality in idiomatic expressions among students.

In another study on idioms, Khonbi & Sadeghi (2017) investigates the instructional affects teaching idioms have an idiomatic competence of learners. Four modes of teaching (sentence, short movies, use of role-playing and definition) are used to test the effect of teaching idioms. Forty-seven (47) learners of English language from two language schools are tested to find out the knowledge of their idioms. In one month, one hundred (100) idioms are taught to the students. The findings reveal that there are significance differences among the four (4) idiomatic teaching modes. Role playing increase learner's attention and interest which makes it easy for them to interpret idiomatic expression.

Similarly, Adam (2015), like the present study, examines the role played by Idioms in improving communicative competence in English as a foreign language learners of a Judanease University. The paper highlights idioms of EFL as basic unit of language. The researcher together with twenty-one (21) lecturers interviewed the students. Forty-seven (47) students are given pre-test and post- test on idiomatic expressions. The result of the tests shows that there is a significant difference in the two (2) tests given. The post-test indicates a rise in the student's performance after studying the idioms from a given syllable. It is concluded that communicative skills of students have improved as a result of teaching idioms to the students.

Sheriff (2020) is also a study on idiomatic expression like the above studies reviewed. The study evaluates competence and performance in idiomatic expressions using fifty (50) ND1 students of Ramat Polytechnic Maiduguri. The study tries to find out if the good performance exhibited by these students in GNS 101 Examination would reflect their actual performance in using idiomatic expression in realistic situations. The students were subjected to actual performance tests using twenty idiomatic expressions in oral and written tasks. The result derived from the two tests were compared using percentages, means score, standard deviations, correlation co-efficient and t-test. It was found that there is a significant difference exists between the two tests. It was concluded that the results derived from the GNS 101 examination could not be defended upon to make valid statements on the students' actual performance in idiomatic expression.

DATA ANALYSIS

Tests of thirty (30) students of the three (3) selected higher institutions (Ramat Polytechnic, Borno State University and College of Agriculture) are presented as data. Twenty minutes is given to each student (ten minutes for oral test and ten minutes for written test) to collect the data. The tests are analysed using Noam Chomsky's theory of Competence and Performance. Tables are used to show students' performance and teacher's remark on idiomatic expressions in oral and written tests. The data is presented and analysed below.

Table 1 (10 ND 1 Students of Ramat Polytechnic)

Candidate	Oral test	Written test	Remark
1	8	7	Excellent
2	7	7	Good
3	9	6	Good
4	7	7	Good
5	6	5	Good
6	8	6	Good
7	8	7	Good
8	7	5	Good
9	9	5	Good
10	8	6	Good
Total	77	61	

From the table above, ten students of ND 1 (Nutrition Dentistry) Ramat Polytechnic are shown to have carried out both oral and written test of idiomatic expressions. Nine of the ten students were good in both tests. Only student one was excellent. The ten students score a total of seventy-seven marks in the oral test while a total of sixty-one marks was recorded in the written test with not much difference in terms of performance between the two tests.

Table 2 (10 Part 1 Students of Borno State University)

Candidate	Oral test	Written test	Remark
1	7	6	Good
2	7	5	Good
3	9	8	Excellent
4	6	7	Good
5	8	5	Good

6	**6**	**6**	**Good**
7	**8**	**6**	**Good**
8	**6**	**5**	**Good**
9	**6**	**7**	**Good**
10	**7**	**6**	**Good**
Total	**75**	**60**	

Table two above shows ten part one students of Languages and Linguistic department, Borno State University who carried out oral and written test of idiomatic expressions. Nine of the ten students were also good from both tests. Only one student was excellent. The ten students score a total of seventy-five marks in the oral test while a total of sixty marks was recorded in the written test with very little difference seen in terms of performance between the oral and written tests.

Table 3 (10 ND 1 Students of College of Agriculture)

Candidate	**Oral test**	**Written test**	**Remark**
1	**6**	**5**	**Good**
2	**5**	**6**	**Good**
3	**7**	**7**	**Good**
4	**7**	**6**	**Good**
5	**6**	**6**	**Good**
6	**8**	**8**	**Excellent**
7	**9**	**7**	**Excellent**
8	**5**	**6**	**Good**
9	**6**	**7**	**Good**
10	**8**	**5**	**Good**
Total	**67**	**57**	

In table three above, ten ND1(General Studies) students of College of Agric also carried out oral and written test of idiomatic expressions. Eight of the ten students were good from the two tests. Two students were excellent. The ten students score a total of sixty-seven marks in the oral test while a total of fifty-seven marks was recorded in the written test with a little difference in terms of performance between the oral and written tests realised.

DISCUSSION

Thirty students were selected to carry out both oral and written tests from three selected schools namely, Ramat Polytechnic, Borno State University and College of Agric with ten students from each school. It is obvious from the analysis that all the students of the three schools performed well in both their tests. Their grades are either good or excellent. Ten students of ND 1 (Nutrition Dentistry) Ramat Polytechnic carried out both oral and written test of idiomatic expressions with nine of the students good from both tests while only one student was excellent. A total of seventy-seven marks in their oral test was recoded while a total of sixty-one marks was recorded in their written test. Ten part one students of Languages and Linguistic department, Borno State University also carried out oral and written test of idiomatic expressions with nine of the students good from the tests while one student was excellent. A total of seventy-five marks in their oral test was recoded while a total of sixty marks was recorded in their written test. Another ten ND1(General Studies) students of College of Agric similarly conducted oral and written test of idiomatic expressions with eight of the students good from the tests while two students were excellent. A total of sixty-seven marks in their oral test was recorded while a total of fifty-seven marks was recorded in their written test. All the schools have little differences in terms of performance between the oral and written tests.

CONCLUSION

Based on the findings, it can be concluded that the students of the three schools and their ability to communicate in oral and written medium using idiomatic expressions were good with considerable amount of differences realised in terms of performance between the oral and written tests. It can also be concluded that students are good in using idiomatic expressions regardless the expressions being oral or written.

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Orthographic Non Conformity to Kanuri Written Text: The Case of Babagana Wakil's Book "Buskənyiya Fizako"

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Abstract: *This study is aimed at examining the role of idiomatic expression in improving selected higher institution students' use of English Language by enhancing effective communication among the students and with the use of idiomatic expressions. The study adopts Noam Chomsky's theory of Competence and Performance. The study covers thirty (30) students of three (3) selected higher institutions (Ramat Polytechnic, Borno State University and College of Agriculture) within Maiduguri. Ten (10) students are selected from each school with tables used to show their grades in oral and written tests. The study reveals that the students of the three schools exhibit good oral and written skills using idiomatic expressions with minimal amount of differences realised in terms of performance between the oral and written tests. It can be concluded that students are good in using idiomatic expressions regardless of the expressions being oral or written.*

Key words: *Idiomatic expression, Competence, Performance*

INTRODUCTION

Idiomatic Expression are expressions whose individual meaning are different from the meaning as a whole. They are often used to express feelings in an unusual way. These are used by students in higher institution either spoken or writte

Abstract

The study was carried out on orthographic non conformity to Kanuri written text. A case study of Babagana Wakil Sbook "Buskənyiya Fizako" The study examined six different areas where this book failed to follow the rules of the Standard Kanuri Orthography, they are in the areas of Grammar, Spelling, Syllabification, Improper usage of sound, Word spacing, and some words that are unnecessarily prenasalized. Furthermore, researches on Kanuri language established variant pronunciations in the language due to various phonological operations that characterized the oral forms of Kanuri language use. Reducing the language into written form may result to nonconformity in its orthography. Therefore, the present study examined these nonconformities that can be found against the standard form of Kanuri Orthography in Written Text. Based on this study, it has been observed that some instances of ambiguity are caused by the non-conformity to the orthography of the language hence their need to be always written in any text based on the Standard Kanuri Orthography. In presenting language as a system of sound in print, it is necessary to create a clear, distinct and correct orthography that will present *the language as mark on paper or in print and it gives guide line to the speaker or writer to work in uniformity. This is where adequacy in orthography comes in, because the literature or text as being presented in the orthography may be read at far distance in space and time from its origin where the language is not familiar.*

Keywords: Book, Kanuri, Non Conformity, Orthography, and Standard

1.0 Introduction

Development and expansion of the Kanuri language, it is closely related to the political history of the Kingdom of Kanem that was established in the 9th century AD, Alkali (1987:2) in Bulakarima (2001). As at that time, the North and the North-East of the Lake Chad were occupied by the Bulala, Kanembu and Zaghawa and it was being ruled by the Zaghawa, but later their power declined (Alkali, 1978) in Bulakarima (2001). Kanuri belongs to the Western Saharan sub-phylum of the Nilo-Saharan phylum alongside Kanembu, Teda-Daza and Berti-Zaghawa all in the same phylum, Greenberg (1966). The term Kanuri refers to all ethnic groups that make up the language and they are found in Nigeria in Borno and Yobe states and in Niger around Diffa Province (Bulakarima, 2001).

According to Bulakarima (2001), there are sixteen (16) ethnic groups that make up the Kanuri and they are: Manga, Bodai,.Fada, Ngumati, Wuje, Koyam, Zarara, Suwurti, Karda, Kaama, Ngazar, Lare, Dagəra, Bilma, Təmagəri and Malama. The Yerwa dialect is the central dialect and is more widely used than any other dialects of Kanuri in both spoken and written works.

In Nigeria, it is most widely spoken by the people in Borno State which lies west of Lake-Chad. It is also spoken and understood by the neighbouring tribes in areas like North-east, west and southern parts of Borno. In the east, the Kotoko, Gamargu, Mowar, Bagirmi, Wula, Marghi, Bade, Ngizim, Kare-Kare, Duwui, Bolewa speak the language. In the west, the Mandara in the south, the Buduma of Lake-Chad region and Mandara Valley (Bulakarima, 1989).

The Kanuri native speakers are also found in Yobe State, and in some parts of, Dutse in Jigawa State, Azare and Misau in Bauchi State, Lafiyan Barebari and Bukuru in Nasarawa and Plateau States respectively (Bulakarima, 1987). In recent years, when an increased emphasis has been laid on mother-tongue in Nigeria, the role of the Kanuri Language in Nigerian society and education has been emphasized. For years, Kanuri has become a medium of instruction in primary education and consequently being offered as a course (B.A, M.A and PhD) at the University of Maiduguri and at Teachers Training Institutions in Borno.

1.2 Statement of the Problem

It is generally accepted that any language that is put into writing must to have its standard form in which every writer adhere to and this become known to all language writers. One of the problems in Kanuri orthography is that some of its writers fail to conform to the standard form hence makes the kanuri orthography to be inconsistent or even ambiguous. Researches on Kanuri language establish variant pronunciations in the language due to various phonological operations that characterized the oral forms of Kanuri language use. Reducing the language into written form may result to nonconformity in its orthography. The present study tents to find out these nonconformities that can be found against the standard form of Kanuri Orthography in Written Text.

2.0 Kanuri orthography

In recent years, when an increased emphasis has been laid on mother-tongue in Nigeria, the role of the Kanuri language in Nigerian society and education has been emphasized. For years, Kanuri has become a medium of instruction in primary education and consequently being offered as a subject at the University of Maiduguri and at Teacher's Training Institutions in Borno State.

The first known Kanuri text was written in the 17th century (Lange, 1972 in Cyffer and Geider, 1997:18). It was a short vocabulary which was converted to the present day form in the Standard Kanuri Orthography (SKO) as follows:

Present Kanuri

Cla	[kəlă]
Chencafa	[shangăwa]
Dinar	[dinar]
Smou	[səmo]
II n'y en appoint	
Qindga	[kənza]
Ary	[arė]
Chim	[shim]
Leny	[lenė]
Moscou	[músko]

In the 1850s, sources became increasingly reliable (Cyffer and Geider, 1997). In relation to the development of Kanuri text, Lohr (1997:79) observes:

> ……..the works of Sigmund Wilhelm Koelle (1854a, b) mark the beginning of scientific research on the Kanuri language. After the missionaries, and geographers like Heinrich Barth (1986), colonial officers pursued their philosophical interest in Kanuri alongside their official profession. Among them the works of Philip Benton (1911), P. Noel (1923 and Adolf Von Duisburg (1913) isoutstanding…..

Afterwards, quite a number of comprehensive Kanuri write ups were published but with no homogenous spelling until 1975. Cyffer (1997:84) observes:

The Standard Kanuri Orthography (SKO) was developed in 1974 jointly by members of the Center for Nigerian Languages and the Kanuri Language Board. It was approved and introduced in 1974.

The issue of the Standard Kanuri Orthography was prompted since the inception of the Universal Free Education Programme (UPE) in 1976. It was introduced following the MacPherson Constitution of 1951 which granted democratic rights to the citizens to elect members to the regional Houses of Assembly of the then three Nigerian regions. It was decided that every child must know how to read and write the language he or she is familiar within the first year of primary school. Nine languages were introduced in which Kanuri was one of them, hence, the need to standardize the Kanuri writing (Cyffer and Hutchinson, 1977).

A seminar was organized in January, 1975 by the Nigerian Educational Research Council at the Bagauda Lake Hotel Kano to produce UPE Teachers Educational Material. It was decided that all the major languages of instruction should be standardized. On the part of Kanuri, special delegates were selected to study the language after due consultation and research; they were able to produce a satisfactory orthography which is now known as the SKO. It was agreed by all that anyone involved in the use of written Kanuri should follow the rules and conventions of the SKO.

There are twenty-four letters in the SKO in which six are vowels and eighteen are consonants. But there are two letters that are not added to the SKO which are written in combination as observed by Cyffer and Hutchinson (1977:8).

Every letter represents a specific sound of the Kanuri language. There are two additional sounds which are necessary in writing the language. These two sounds are therefore written as follows:

ng	NG
sh	SH

The vowels are: a e ə I o u which are represented as follows:

Letters	Examples	Phonetic Rep.	Gloss
a	am	[ăm]	"people"

e	nje	[ndƷè]	"pot"
ə	shəm	[ʃèm]	"eye"
i	tilo	[tĭlŏ]	"one"
o	todə	[tódɘ]	"that one'
u	fowo	[ϕúwú	"cloud"

The eighteen consonants are also presented as follows:

Letters	Examples	Phonetics Rep.	Gloss
b	bawa	[báwá]	"father"
c	cham	[ʧám]	"milk"
d	da	[dá]	"meat"
f	fato	[fátó]	"house"
g	goro	[góró]	"colanut"
h	hal	[hál]	"character"
j	nje	[ndƷè]	"pot"
k	ka	[ká]	"stick"
l	lorusa	[lórúsá]	"bride"
m	maina	[máiná]	"prince"
n	na	[nä]	"place"
p	kororopchi	[kórórópci]	"type of gown"
r	ro	[ró]	"life"
s	suwa	[súwä]	"morning"
t	tada	[tádà]	"boy"
w	wadə	[wàdɘ]	"promise"
y	ya	[yà]	"mother"
z	zawa	[zàwà]	"cap"

These are the letters which are adequately used to represent the language in print but precision is lacking when marched with the phonetic system of the language form in point. This is because, certain aspects in the speech sounds are not truly represented, thereby, causing orthographic ambiguity in the written form.

At the instance, there seems to be an obstacle with the Kanuri consonant chart of different phonetic shapes and their orthographic representations. The phonemic inventory presents some sounds in one form while the orthography presents it differently. For instance:

Phoneme	Orth
/j/	y
/ʧ/	c
/dƷ/	j
/ʃ/	sh
/ϕ/	f
/?/	-
/L/	l/r
/Ȣ/	k/g
/ɲ/	ny
/ɳ/	ng/nk

Apart from the differences in phonetic symbol and that of orthography some letters can be produced in two different ways e.g. (f) and (l).

		Orth	Phonetic Rep	
	[f]	findi	[findĭ]	'twenty'
f				

	[ɸ]	fuwu	[ɸúwú]	‘front”
l	[l]	ləman	[lèmán]	“wealth”
	(l)	liita	[Liítà]	“doctor’

The sounds [ɸ] and (L) are not reflected in the written form, but somehow it stipulates the use of [f] and [l] in the SKO. [ɸ] is produced midway between /b/ and /f/ but the letter (f) is used both for [f] and [ɸ] in the orthography. Related issue on this segment was illustrated by (Awwal, 2003), where she observes the [f] sound occur in string and used the following words as illustration:

Farai	[ɸaarai]	wooden trumpet
Kofa	[kwooɸaa]	door
Fam	[fam]	pound sterling
Laifi	[laifyii]	crime/fault

According to her, the orthography of Hausa has not imbibed certain vital principles for better understanding of the written discourse. In addition to that, the SKO does not draw any line of differences between the sound /l/ and /L/.

Furthermore, the sound /ϒ/ denotes ‘k’ or ‘g’ is weakly articulated. In the orthography the two sounds are in complimentary distribution, because their two pronunciations exclude each other in their respective sound environment but both being articulated as /ϒ/ thereby misinterpreting the sound.Cyffer (1991), E.g.

Base form	Phonetic	SKO	Gloss
Zəgərin	[zəϒərin]	zəϒərin	“he/she eats”
Səkarin	[Səϒarin]	Səgərin	“carves”
Falkada	[falϒada]	falgada	“they changed”

The combination letter (ng) in the SKO can be pronounced in two different ways:

1. As [ŋg] where ‘n’ has assimilated partially by changing to a velar nasal [ŋ] e.g.

SKO	Phonetic Rep.	Gloss
Ngawo	[ŋgàwo]	“back”
Lengo	[lenŋgó]	“I went”
Ngəla	[ŋgəla]	“good”

2. As pronounced like velarized nasal [ŋ]

SKO	Phonetic Rep.	Gloss
Lengəna	[leŋəna]	“I have gone”
Gulngin	[gulŋin]	“I will say”

In the SKO both articulation (ŋ) and (ŋg) are written as “ng”

The sound (?) is completely invisible in the orthography but predictable only to the native or fluent speaker of the language and it is likely to cause ambiguity in written text, E.g.

Orth	Phonetic Rep	Gloss
aa	[a?a]	“No”
kən indimi	[kən?indimi]	“Second one”
are	[?are]	“Come”
na am	[na?am]	“Yes”
am	[?am]	“people”

The sound is produced in the glottis by bringing the vocal cords together momentarily and then releasing them and when finally released a small click-like sound is heard, Bulakarima (2001).

Genitive construction – they are modifiers within a noun phrase, in which they modify a head noun by suffixing the genitive marker-be to the noun e.g.

Kulo kàm àdəbə “The farm of this man”

But the general rule of applying – be in all genetic and possessive link construction of the suffix –be may vary in various phonological environments though in SKO it is consistently –be Nelson (1979). It is pronounced as [ye] or [we] or "" is assimilated to the preceding consonant e.g.

SKO	Phonetic Rep.	Gloss
Karrabe	[kàraaye, karaae]	"of the bush"
Kəribe	"kəriye, kəriwe]"	of the dog"
Fatkebe	[fatkee]	"of the trade"
Ngambe	[ngambe ngamye]	"of the cat"

The point here is that even though orthography may be an approximation of speech, but where phonemes and their corresponding letters are available employing such means to the fullest will enhance preserving the speech sounds in textbooks. By so doing, new traits and tendencies can be easily traced and explored. Where some relevant issues remain in the abstract, vulnerability (factors) about the language cannot be fully explored keeping in mind contact with other languages and the rate of spread. If the orthography imbibes, it only needs drill exercise for the learner to master them, both in speech and writing.

Beyond the segmental features there is also the supra-segmental feature on which the orthography is silent. It is one of the ways in which listeners work out the syntactic or grammatical structure of spoken sentences by using prosodic cues in form of tone, intonation and so on e.g.

"The old men and women sat on the bench"

The women may or may not be old. If the women are not old then the spoken duration of the word "men" will be relatively long and the stressed syllable in "women" will have a rise in pitch contour. Neither of these prosodic features will be present if the sentence means the women are old. Kanuri is a tone language and tone is said to be pitch of voice on which individual syllable of a word is uttered naturally so as to convey proper meaning of the word to the listener. It is primarily distinguished as high tone (\`), low tone (') and falling tone (^) e.g.

Low	mbàl	alcohol
High	kámù	woman
Falling	njîm	hut

Each tone plays a vital role in distinguishing both lexical and grammatical meaning e.g.

Lexical meaning

kərı̀	(falling tone)	hill
kərı̀	(low tone)	dog
létə	(high tone)	touching
létə	(low tone)	going

Grammatical meaning

wànò	(low tone)	Jilted one
wánó	(high tone)	don't accept
lezǎ	(falling tone)	they went
le^za	(falling tone)	they should go

More effort has been put to make the orthography of Kanuri standard but precision has yet to be achieved. Some sounds like /l/ are pronounced different from their written counterpart, while other sounds like /ʔ/ are completely invisible in the orthography.

2.1 Ambiguity

Ambiguity is a universal feature of all human languages, every utterance of natural languages may have more than one possible interpretation depending on the context of situation, and hence the need to highlight what ambiguity is.

Ambiguity is the presence of two or more possible meanings in a given expression. It is believed to be a phenomenon that has to do with feature of natural language. Lyons (1977) observes that many of the acceptable utterances of a language are ambiguous as they can be interpreted in two or more possible ways. Thus, ambiguity is a phenomenon in all living languages. Some linguists like Nordquist (2014) defines ambiguity as the presence of two or more possible meanings in a single passage. He explains his definition with the following example, he observe from writers e.g.

"Brave men run in my family"

"I can't tell you much I enjoyed meeting your husband".

2.2 Lexical and Structural Ambiguity

Linguists such as Palmer (1976) and Abubakar (2000) accept that ambiguity is divided into lexical and structural ambiguities. Lexical ambiguity is the presence of two or more possible interpretation within a single word e.g. the word 'box' may mean 'a container' or 'a punch'. Lexical ambiguity is a type of ambiguity that arises when a word has more than one generally accepted meaning as exemplified in:

"Child's stool is great for use in garden"

The word "stool" in the above sentence is lexically ambiguous. According to the Oxford Concise Dictionary of Linguistics (1997:107) lexical ambiguity is the case of a single word having two or more related meanings. For instance, in Kanuri the word "kənza" which is lexically ambiguous may mean 'to drink' or 'nose'.

Ambiguous words to Abba (2008), is a type of word that has multiple senses and he identifies polysemy and homophone as part of ambiguity. According to him, homophones are words that have phonological forms while polysemy has a shared meaning. To further explain his view these are some of the examples provided:

Homophones:	Words	gloss
	Súnó	form of oath made between especially hunters
	Súnó	shoe
	Súnó	advanced payment made to tradesmen
	Sùnó	(of meat) roasted
Polysemy	kóró	donkey
	Kòrò	score

Another relevant study is that of Isa (2012), ambiguous words in Kanuri, to him could either be homophone or polysemy and used some words in structure to illustrate each E.g.

kâmdə daredərongâj cína

The man gave the policeman granules (of grain)/bribe

Ba Isa gəmájekəlĭsəmúnà

Ba Isa wore wet/green cloth

Ndúdágəldəgózə

Who carried the ladder/monkey?

cár dənamusufanjin

The old man feels cool/urge to urinate

Dalakamuzairosəragəna

Dala likes beautiful/young woman

Attention was given to the words ngaji, kəli, dagəldə, namusə and zairo to see the course of ambiguity.

Structural ambiguity is the presence of two or more possible meanings within a single sentence or sequence of words. It arises not from the range of meaning of a single word, but from the relationship between the words and the clauses of the sentence e.g.

a) The professor said on Monday he would give an assignment
b) Visiting relatives can be boring

In the first structure it can be interpreted as the professor made the statement on Monday or he will give an assignment on the coming Monday. The second structure may also mean paying visit to relatives is boring or the coming of relatives is boring.

In relation to structure ambiguity, Abubakar (1999-2001) identifies three areas of structural ambiguity in Hausa and they are:

(a) Conjunct movement transformation, e.g. Np, da, Np, to Vp, if the Np and the conjunct dà leave their initial place to the right part of the Vp then the transformed structure is going to be ambiguous as the following:
Sàmàr isùnzoo buk i da ‘yanmàatàa.
Young men came to the party ceremony with young women.
The above structure may be interpreted as either:
Sàmàr isùn zoo buk i, hàkàyanmàatàa
The young men attended the party so did the young women
OR
Zuwan sàmàr i ne yasaa ‘yanmàatàa suka zoo
The young men together with their girlfriends attended the party

(b) Sentence containing gerund as part of Np, E.g.
Hárbinsóojànnányáabáamútsòoróo
This structure also may have the following interpretations
“The shooting carried out by the soldier frightened us”
OR
“We were frightened when the soldier was shot”

(c) Sentence containing one of the following” ‘yar, dan and ‘yan e.g.
Wanidanmaalaamiya zoo
“A certain unimportant teacher has come”
“A certain teacher’s son has come”

In terms of Kanuri structural ambiguity, Lukas (1937) cited in Hutchinson (1986) asserts that structural ambiguity occurs in Kanuri when the nominative and accusative suffixes (-ye and –ga) are omitted in some structures like:

i. Musaye mintigacuwuna
MusaØmitiØcuwuna
Musa minticuwuna
Musa bought sweet

ii. MintigaMusayecuwuna
MintoØMusaØcuwuna
Minti Musacuwuna
Musa bought sweet/sweet bought Musa

Both the two structures are grammatical, but the second one is ambiguous because it is not clear which noun is the subject and which one is the objects of the sentence.

In another separate study, Fannami (2007) reveals that the deletion of an object pronoun like (wúgà) in a complex structure that has non-object bearing verb from like (Yàdé) leads to structural ambiguity in Kanuri. He backs up his assertion with the following examples:

Nyikúngənànəmmàgàwùgàmakka-royádé
If you have the money take me to Mecca
Nyikúngənànəmmàgà Ø makka-royádé

According to Fannami (2007), the second sentence is ambiguous as a result of the deletion of the object pronoun (wuga) and the structure contains non-object bearing verb form (yádé) changed to (sádé) as below:

Nyikúngənànəmmàgàwùgàmakka-rosádé

If you have money take me to Mecca

These are the main types of ambiguity, the lexical and structural ambiguity. However, other types of ambiguities have also been identified by linguists. Linguist like Hoenrisch (2004) identifies three types of ambiguity. Semantic, lexical and structural ambiguities. He gave examples as follows:

Semantic: Iraqi head seeks arm

The homograph "head" can be interpreted as a noun meaning either 'chief' or anatomical head of body, likewise the word 'arm' can be interpreted as plural noun meaning either weapon or body parts. It can easily be read as disembodied head searching for arms (body parts) or wanting to have them attached.

Lexical: Teacher strikes idle kids

'Strikes' can occur either as verb meaning to hit or noun meaning refusal to work. Meantime, 'idle' can occur as either verb or an adjective. It can easily be read as teacher 'hit idle kids' even though it was meant to mean that the walkout of teachers has left the pupils idle.

Structure: 'stolen painting found by tree. The structure has two alternative syntactic representations which makes it structurally ambivalent.

a) Tree found a stolen painting
b) A person found a stolen painting near a tree

2.4 Orthographic Ambiguity

Orthography is the conventional spelling system of a language, it is the study of spelling and how letters are combined to represent sounds and form words. It is a standardized form of writing system for a particular language. On the other hand, ambiguity is a situation whereby a word or expression could be understood in two or more possible ways. Orthographic ambiguity is a way of reading word or expression that means one thing but interpreted as another.

Lohr (1997) when discussing the orthography of Kanuri points out some orthographically ambiguous sounds like the affricates used by Koelle (1854a:12). The affricate (ʦ) is constantly used by Koelle for both [ʣ] and [ʦ] e.g.

Koelle	SKO	Koelle	SKO	Gloss
<ʦ>	<s>	tsedi	sedi	ground
<ʦ>	<s>	tsanei	zane	wrapper
	<nz>	litsam	linzam	bridle
<ʦ>	<c>	tsim	cim	bitter
	<j>	keta	keji	sweet
	<z>	sobantsiye	sawanzəye	his/her friend

<ʦ> corresponds to SKO <s> and <z>, i.e. one sound stands for a voiced and voiceless consonant and it is ambiguous.

In addition, Benton & Frost (2012) in trying to process lexical decision on Hebrew consonants/sting affirm that the lexical decision for phonemically and semantically ambiguous Hebrew word occur as a result of the missing orthographic information such as the vowels. Vowels in Hebrew are identified with small diacritic dots and dashes and most of the time the vowel information are missing when writing articles, short stories, books etc and so processing lexical ambiguity is a routine procedure for the reader. Bentin& Frost (2012) compared unvowelled ambiguous consonant string to their vowelled disambiguated alternative as follows:

The unvoweled word:

Could be read as either:

Voweled alt.	Art	Gloss
	[daver]	"thing"
	[dɛvɛr]	"pest"

From the studies reviewed above, it is clear that every written language has orthographic ambiguity both in word and structural levels. It shows that in written discourse, absence of some vital signs (special diacritics) causes constraints in communication leading to unnecessary ambiguity.

3.0 Research Methodology

Kanuri written text "Buskənyiya Fizako" by Babagana Wakil was used in collecting the data.

3.1 Model of Approach

The study adopts error analysis model of approach by Corder (1974). Error is the use of linguistic items in a way that a fluent or native speaker of a language regards it as showing faculty or incomplete learning. It occurs because the learner does not know what is correct and thus it cannot be self-corrected.

There is a difference between an error and a mistake Ellis (1977) suggests two ways of differentiating them. The first one is to check the consistency of learner's performance. If he sometimes uses the correct form and sometimes the wrong one, it is a mistake. However if he always uses it incorrectly it is then an error. The second way is to ask learner to try to correct his own deviant utterance where he is unable to correct, the deviations are errors; where he is successful, and they are mistakes.

According to Corder, (1974) there are three stages of error analysis-recognition, description and explanation which are logically dependent on each other.

This is when one finds out the correct interpretation of the learner's intended many while description is in what way the learner failed to realize his intended message then explanation is the psycho logistic problem; the reasons why he has broken, disregarded or ignore the rules of the target language.

Recognition of Error

In the process of recognizing an error Corder (1974) provided logistically related decision which are expressed in form of an algorithm but it can be interpreted as thus:

The first stage is to know if a sentence is superficially well formed in forms of the grammar of the target language or not.

If "No" sentence is overtly erroneous and if "Yes" then one has to find out if the normal interpretation according to the rule of the target language make sense in context. If their normal interpretation is not apparently erroneous but many be right by chance and thus should hold for further investigation.

And also, if a term is overtly erroneous, one should consult the learner if available to obtain the interpretation and reconstruct the term, but if the learner is not available plausible interpretation does not put the context on, and then one should look at the mother tongue of the learner and if he does not know the mother tongue then hold sentence in store.

3.2 Description of Error

A number of different categories of error has been identified. Also Corder, (1973) classifies the error in terms of difference between the learner's utterance and the reconstructed version. In this way error falls into four categories

i. Omission of some required element
ii. Addition of some unnecessary or incorrect element
iii. Selection of an incorrect element
iv. Misordering of the element

He also adds that his classification is not enough to describe errors that is why he includes the linguistic levels of the errors and the sub areas of morphology, syntax and lexicon. Ellis (1997) maintains that classifying error in this ways can help us to diagnose learner's learning problem at any stage of their development and to plot patterns occur over time.

3.3 Primary Data

In carrying out this research a primary source of data collection was employed, which is the book "Buskənyiya Fizako" by Baba Gana Wakil which is written in Yerwa dialect.

3.4 Secondary Data

Textbooks, journals, thesis on Kanuri grammar, dictionariesetc areused to enable the researcher to get the linguistic structure of the language.

3.4 Data Collection

The data was collected from the Text; recognition is made to back up the data outcome. And analysis is being done by using percentage.

4.0 Data Presentation and Analysis

This section shows the analysis of the data collected for the research. As mentioned before it is the aim of the research to discuss theorthographic non conformity from the book "BuskənyiyaFizako" by BabaganaWakil. It has been observed that the non-compliance to the Standard Kanuri Orthography, caused drawbacks such as absence of tone marking, presentation of distinct sound as one in the text etc. Such constraints have made the orthography different from the spoken language.

4.1 Data Presentation and Analysis

In written discourse, communication solely depends on reader's participation with the text hinges on speech sound presented. The research is carried out to observe the SKO in operation, meaning to observe how readers/writers use Kanuri text to produce what the orthography offers as a representation of the speech form. It has been also observed that there are other problems caused by the orthography in retaining the purest form of the language, problems such as absence of tone marking, representation of distinct sound as one in the text and others.

Such constraints have made the orthography different from the spoken language and it is the major factor that leads to what is known as ambiguity in written text

It is an undeniable fact that understanding language orthography, grammar spelling etc is essential even to the native speakers when writing to avoid the instance of ambiguity. Most of the Wakil's words, phrases and statements become orthographically ambiguous because of non-conformity to the SKO. Some of the instances are:

- Grammar
- Spelling
- Syllabification
- Improper usage of sound
- Word spacing
- Non-conformity to SKO

All of the above were analyzed in four columns and the differences of the nonconformity will be shown in percentage for each column. Column 1 showed Wakil's way of writing the word, Column 2 be the page number, column 3 is orthographic representation, and column 4 is the gloss. It is the focus of this research to bring out the words/structures that do not conform to the S.K.O. the total number of the words that do not conform to the SKO is 973. The formula of calculation applied is total number of error in domain multiplied by hundred divided by the total number of the words that does not conform to the SKO.

4.2 Grammar

Kanuri orthography has its own way of writing grammatical terms as whether to space a word, use hyphen or to affix it. Whichever one being altered will change the meaning of the word.

4.2.1 Misordering of elements

Here we discussed how the author misordered some words

4.2.1.1 The suffix "yé" of the additive adjunct

The suffix 'yé' of in Kanuri is used in two instances. As agent/subject marker, and as additive adjunct. The agent marker is affixed to the subject and usually has low tone while the additive adjunct has high tone and always placed at the end of a noun phrase. These are the differences among the two.

The additive adjunct is usually translated as 'too' or 'also' Cyffer, (1991). Contrary to this rule, Wakil suffixed the additive adjunct 'ye' to the noun and the readers may read it as an agent marker first but later after appealing to the context they will realize and read it as 'also' or 'too'. Below shows the words

Wakil	**Page no.**	**SKO**	**Gloss**
Kasumaye	p.1	kásuma yé	also abusinessman
Falye	p.3	fál yé	one also
nyidəye	p.7	nyidə yé	you also
adəye	p.10	ádə yé	and that also
sarsarye	p.13	sarsar yé	also thin
datəaye	p.13	datə̂a yé	long also
shiye	p.14	shi yé	he also

$TM\ in\ "ye"/_{TMT}\ x\ ^{100}/_{1} = {}^{7}/_{973}\ x\ ^{100}/_{1} = {}^{700}/_{973} = 0.71\%$

4.2.1.2 The indirect object marker –ro

The indirect object marker –ro is usually suffixed to the object in a sentence, it is never placed alone. For this reason when it I being preceded by additive adjunct it will be attached to the additive adjunct not to the head noun. E.g. 'sandiyero' meaning "they also".

But the book 'BuskənyiyaFizako' they are conjunct all as one word.

Wakil	**Page no.**	**SKO**	**Gloss**
Nyiyayero	p.13	nyiyayero	with you also
Nyibayero	p.13	nyibayero	without youalso
Kalaknowoyero	p.14	kalagnowoyero	and to turn it also
lamarzadəyero	p.20	lamarnzádəyero	to their matter also
kərmadəyero	p.33	kərmadəyero	and now also

$TM\ in - ro/_{TMT}\ x\ ^{100}/_{1} = {}^{5}/_{973}\ x\ ^{100}/_{1} = {}^{500}/_{973} = 0.51\%$

4.2.1.3 The Focus Marker'ga'

When focus marker 'ga' is used in a structure with additive adjunct, the focus marker will be attached to the additive marker and will written as one word 'yega'.

Wakil's use of focus marker is inconsistent, because sometime he will use 'ga' and sometime 'a'. Also the additive adjunct and the focus marker are submerged to the root word.

Wakil	Page no.	SKO	Gloss
casaadəyea	p.7	cesaadəyega	with sand also
shiyeroga	p.22	shiyeroga	to him also

$$\frac{TM\ in\ "ga"}{TMT}\ x\ \frac{100}{1} = \frac{2}{973}\ x\ \frac{100}{1} = \frac{200}{973} = 0.20\%$$

4.2.1.4 The Subordinating 'yaye'

The subordinating 'yaye' is used to form concessive conditional clause, which usually precedes the major clause, see Cyffer, (1991) e.g"kánocíntəyayelenyên" "though Kano is far we will go there".

It is usually not suffixed to a root word in the SKO but written apart. In Wakil's book it is written as viz;

Wakil	Page no.	SKO	Gloss
abinzənyaye	p.5	abinzənyayé	In whichever
abizəyaye	p.15	abinzəyayé	whatever it is
rumiyaye	p.18	rumiyayé	even if you haven't seen it

$$\frac{TM\ in\ "yaye"}{TMT}\ x\ \frac{100}{1} = \frac{3}{973}\ x\ \frac{100}{1} = \frac{300}{973} = 0.30\%$$

Writing the root word with the subordinator as one will make the word meaningless.

4.3 Spelling

It is the use of letters to form words. It usually implies that the letters of a language are used according to accepted conventions to avoid several spellings for only one word. For instance, when old English began to be written spellings varied widely but many of the words were changed after the Norman Conquest in (1066), e.g. the word "queen" was written as <u>cwen</u>and <u>quat</u> or <u>hwact</u> for "what". The invention of the printing in 15th C proved to be a force in standardizing spellings, Microsoft Encarta (2009).

Thus every language must to have its standardized form of spelling when it is put into writing. Kanuri language also has its own standard spellings, but most the words in Wakil's book do not obey to the SKO.

Wakil	Page no.	SKO	Gloss
Cironya	p.2	curunya	when he saw it
Cironya	p.2	curunyawhen he saw it	
Kwaggabe	p.3	kwangabe	of men
Kashunya	p.4	kashinya	when they came
zəawu	p.4	zaawu	answer
arawu	p.4	alewu	turban
səbbarin	p.4	səmbarin	he will be tired
ciworo	p.6	cuworo	he asked
zopsə	p.6	zapsə	scoop
kənashim	p.8	kənashin	dream
waktə	p.10	woktə	time
hiljinnaro	p.10	yiljinnaro	he is shouting
dawartaiya	p.10	dawarteiya	when we are ready
bo	p.11	bu	eating
tusko	p.12	toska	ferule
dauwu	p.12	dawù	neck

gatdero	p.13	gadero	hencforth
gərla-gərlazən	p.13	gərla-gərlazain	they were humping
kursu	p.15	kurshu	recitation in Qur an
kilzənyi	p.16	gulzənyi	he did not say
nankono	p.16	namgono	he sit down
fajirzə	p.16	fajarzə	at dawn
daldal	p.16	del del	so close
ciluwo	p.17	culuwo	he went out
gabatse	p.22	gəwatsə	he stepped
afudolwuwo	p.22	afudaluwo	would have been better
asuzuguna	p.22	asuzəgəna	made him understand
huguwu	p.23	fuwu	front
nozəmaga	p.23	nozənaga	if he had known
fomzenna	p.23	fomzainna	they are roaming
hariyabe	p.23	ariyabe	deception

$TMS/_{TMT}\ x\ ^{100}/_{1} = \ ^{31}/_{973}\, x\ ^{100}/_{1} = \ ^{3100}/_{973} = 3.18$

4.4 Syllabification

In Kanuri the only permissible syllable structures are CV and CVC otherwise it is as a result of historical weakening or intervocalic lenition of consonants over time. A single vowel in Kanuri occurs in word initial position only as a result of borrowing in another language Dikwa (2006).

Bulakarima and Abba (2012) believe that it is easy to predict the syllable of Kanuri language. To them all the lexicon of the language ends with either vowel final or with a sonorant obstruent or /a/ except idiophones. They also assert that no consonant clusters but phonological conditioned as a single.

The syllable structure of the words used is not properly maintained in the book 'BuskənyiyaFizako'. Some of the syllables are completely deleted while others are having more than the number of syllables they are supposed to have.

Wakil	Page No.	SKO	gloss
Fidiun	p.3	fidegən	forty
CV$CVVC		CV$CV	
Sasen	p.3	sasain	will repair
CV$CVC		CV$CVVC	
Saiye	p.3	sandiye	they also
CVV$V		CVCCVCV	
Walganoa	p.10	walganowa	did it become
CVCCVCVV		CVCVCV$CV	
Maranti	p.10	maaranti	school
CVCVCCV		CVVCVCCV	
Siasa	p.10	siyasa	politics
CVV$CV		CVCVCV	
lewosə	p.12	lenowosə	said he is gone
CVCVCV		CVCVCV$CV	
Dauwu	p.12	dawu	neck
CVV$CV		CV$CV	
Kuwi	p.14	kuwui	chicken
CV$CV		CV$CVV	
Kərənzən	p.15	kərənzain	they are listening
CVCVCCVC$		CVCVCCVVC	
kargədo	p.15	karəgəndo	your hearts

CVC\$CV\$CV		CV\$CV\$CV\$CV	
Siasa	p.17	siyasa	politics
CVV\$CV		CV\$CV\$CV	
Siasabe	p.17	siyasabe	of politics
CVV\$CV\$CV		CV\$CV\$CV\$CV	
Siasa	p.17	siyasa	politics
CVV\$CV		CV\$CV\$CV	
Raaka	p.18	rakka	prayer
CVV\$CV		CVC\$CV	
Kargə	p.20	karəgə `	heart
CVC\$CV		CV\$CV\$CV	
Siasadərio	p.20	siyasadəro	for the politis
CVV\$CV\$CV\$CV		CV\$CV\$CV\$CV\$CV	
Kargawo	p20.	karawo	he entered
CVC\$CV\$CV		CV\$CV\$CV	
Daube	P22	dawube	of the middle
CVV\$CV		CV\$CV\$CV	
Siranyi	P22	səragənyi	he doesn't want
CV\$CV\$CV		CV\$CV\$CV\$CV	

$$^{TM\ syll}/_{TMT}\ x\ ^{100}/_{1} = \ ^{20}/_{973}\, x\ ^{100}/_{1} = \ ^{2000}/_{973} = 2.05\%$$

4.5 Selection of incorrect element

Some elements are incorrectly used in the text. Especially the sound /ə/ is used interchangeably with /u/ without considering their differences and sometimes being substituted with the sounds /e/ and /i/.

4.5.1 Inappropriate use of /ə/ Sound

The shwa /ə/ in Kanuri language is a mid-central vowel which is being produced when the tongue is not raised to the high position in the mouth and it is at the central. In Kanuri language /ə/ is just like the schwa in English. According to Bulakarima (2001), /ə/ never occurs at the world initial position but only in medial and final position.

In the book "*BuskənyiyaFizako*" thereare some instances where the vowels /i/, /e/ and /u/ are being substituted for /ə/ as shown below:

4.5.2 Substitution of /ə/ with /u/

Contrary to /ə/, /u/ is a high back and rounded vowel. In the production of /u/ sound the tongue is raised to the high position in the mouth and dragged to the back position, the two lips become rounded.

Orthography Wakil	Page	S.K.O.	Gloss
Bune	p.1	Bəne	Night
Bune	p.2	Bəne	Night
Fugurtə	p.3	fəfərtə	He rolled
Furtənzən	p.1	Fərtənzən	Under him/her
Buləmzə	p.1	Bələmzə	His pap

Furazə	p.1	Fərázə	His/she sweeps
Mumurtə	p.2	Məmərtə	She composed herself
Fuləjinnaro	p.6	Fəlejinnáro	As he is pointing it
Buji	p.7	Bəji	Mat
Fulai	p.8	Fəlai	raffia plate
fulaidə	p.8	Fəlaibédə	Of the plate
Muradəzəna	p.9	Məradəzəna	He desires it
Furupne	p.9	Fərəmné	Open it
Bune	p.12	Bəne	Night
Kəmunde	p.13	Kəmənde	This year
Bune	p.14	Bəne	Night
Bunebe	p.15	Bənebé	Of night
Muradəgin	p.15	Məradĕzəna	Will need it
Muradəzəna	p.16	Məradəzəna	He desires it
Zunum	p.17	Zùnəm	You push
Tawadduro	p.17	Tawadəro	Certainly
Furazə	p.17	Fərazo	He sweeps
Bundebe	p.21	Bənebé	Of night
Wadunzə	p.22	Wadənzə	His promise
Muradənzəwo	p.22	Məradəzəwo	Of his desire
Muradətəna	p.24	Məradətəna	Is needed
Furəmgata	p.24	Fəremgata	Is open
Furətshinro	p.27	Fərətshinro	That it will be loosen
Burtindəro	p.21	Bərtindəro	Because it will disperse
Bullan	p.32	Bəllan	In white

$$TM\ in\ u\ /_{TMT}\ \ x\ ^{100}/_{1} = {}^{30}/_{973}\, x\ ^{100}/_{1} = {}^{3000}/_{973} = 3.08\%$$

4.5.3 Substitution of /ə/ with /e/

The vowel /e/ is mid-front vowel while /ə/ is mid-central vowel, they differ in position. For this reason, substitution of one with the other will alter the pronunciation and also in some cases the meaning of a word. Below are the words

Wakil	Page	S.K.O.	Gloss
Kela	p.2	kəla	head
Sekdin	p.4	səgdin	in thatch fence
Tere-terezai	p.28	təre-tərezái	hanging around
Kemabe	p.30	kəmâbe	The Lord's
temanyidən	p.30	təmanyidən	to my thinking

$TM\ in\ e/_{TMT}\ x\ ^{100}/_{1} = {}^{5}/_{973}\, x\, ^{100}/_{1} = {}^{500}/_{973} = 0.51\%$

4.5.4 Substitution of /ə/ with /i/

The vowel /i/ is a front, high vowel and in the production of the sounds lips are spread. It is quite different with /ə/ sound both in position and height.

Wakil	Page	S.K.O.	Gloss
Dirizanyi	p.23	Dərizanyi	They have not gone around
Fandimin	p.27	Fándəmin	You will get it

$TM\ in\ i/_{TMT}\ x\ ^{100}/_{1} = {}^{2}/_{973}\ x\ ^{100}/_{1} = 0.20$

4.6 Word spacing

Word spacing affects the meaning of a word considerably in every language. If words are wrongly spaced, they may be read different from the intended meaning while others will be meaningless.

4.6.1 Inappropriate Use of the Conjunction marker –a

According to Cyffer (1979), the conjunction marker never appears alone or in single occurrence, it will be used when two or more constituents usually noun or pronouns are conjoined. Hyphen is required when in written text in order to make it clearly visible, e.g.

Ferowa-a tadawa-a

"Boys and girls"

Wakil's use of conjunction marker is different from S.K.O. He uses without the use of hyphen which becomes associative.

Wakil	**Page No.**	**Orthography**	**Gloss**
Daa	p.2	dâ-a	And meat
Daa	p.3	dâ-a	And meat
Modua	p.9	Mòdu-a	And Modu
Baa	p.12	bâ-a	And not
Alimamia	p.3	Álimamí-a	And Alimami
Daadə	p.3	dâ-adə	And meat (the)

Daabero	p.6	dâ-abéro	And with meat
Lawanna	p.20	Lawan-a	And Lawan
Alia	p.6	Áli-a	And Ali
Salamnzaa	p.25	Sálamanzá-a	And their payment
Kajirambea	p.26	Kaájirambé-a	And with earthen incense burner

$$TM\ in - a/_{TMT}\ x\ {}^{100}/_{1} = {}^{11}/_{973}\, x\, {}^{100}/_{1} = {}^{1100}/_{973} = 1.13\%$$

The way Wakil writes his conjunction marker is just like associative marker where it is being attached to the word it describes, characterizes or indicates ownership e.g.

Ku kausua "It'shot today"

Kamunyisuroa "my wife is pregnant"

4.6.2 Suffixation of the "ba" (negation)

The negative suppression "ba" is usually detached with the word that is used to negate. In the Book "*BuskənyiyaFizako*", Wakil write as follows:

Wakil	Page No.	Orthography	Gloss
Təngazəginmaba	p.5	Təngazəngínmaba	No place to lean on
Nyibayero	p.13	Nyíbayéro	Also without you
Falbagai	p.1	Fálbagái	Like no one
Nzəkkoyebaro	p.10	Nzəkkoyebaro	No place to put
Shegenzəba	p.12	Shəgənzəba	He has no doubt

$$TM\ in\ "-ba"/_{TMT}\ x\ {}^{100}/_{1} = {}^{5}/_{973}\, x\, {}^{100}/_{1} = {}^{500}/_{973} = 0.51\%$$

4.7 Non-Conformity to S.K.O. Spelling Words

Wakil	Page No.	Orthography	Gloss
Cironya	p.2	Curunya	When he saw it
Cironya	p.2	Curunya	When he saw it
Fidium	p.3	Fidegən	Forty
Sasen	p.3	Sasain	Will repair
Sarawuna	p	Səraana	He likes it

Saiye		Sandiye	They
Kwaggabe		Kwangabe	Men's
Kashunya	p.4	Kashinya	When they come
Zəawu	p.4	Zaawu	Answer
Arawu	p.4	Alewu	Turban
Sebbari	p.4	Səmbarin	He will be tired
Wakazə	p.6	Waazə	Happen
Ciworo	p.6	Cuworo	He asked
Zopsə	p.6	Zapsə	Take a handful
Kənashim	p.8	Kənashin	Dream
Waktə	p.10	Woktə	Time
Walgonoa	p.10	Walgonowa	Did it become?
Maranti	p.10	Maaranti	School
Hiljinnaro	p.10	Yiljinnaro	With shout
Dowartaiya	p.10	Dawarteiya	If we are ready
Siasa	p.10	Siyasa	Politics
bo	p.11	Bu	Eating
lewosə	p.12	Lewonosə	He said he is going
tusko	p.12	Toska	Ferule
dauwu	p.13	Dawu	Neck
sanbaro	p.13	Sainbaro	Without drinking
gatdero	p.13	Gadero	Forever/henceforth
gərla-gərlazen	p.13	Gərla-gərlazain	They are humping
kuwi	p.14	Kuwui	Chicken
kursu	p.15	Kurshu	Recitation of a portion of the Qur'an as prayer
Kəreənzen	p.15	Kərənzain	They are listening
Kargədo	p.15	Karəgəndo	Your hearts

Kilzənyi	p.16	Gulzənyi	He did not say it
Namkono	p.16	Namgono	He sat down
Fajirzə	p.16	Fajarzə	At dawn
Daldal	p.16	Del del	So close
Ciluwo	p.17	Culuwo	Went out
Siasa	p.17	Siyasa	Politics
Siasabe	p.17	Siyasabe	Of politics
Zeancin	p.17	Nzəgatain	He is chewing
Siasa	p.17	Siyasa	Politics
Raaka	p.18	Rakka	Prayer
Kargə	p.20	Karəgə	Heart
Siasadvro	p.20	Siyasadəro	For the politics
Gabatsə	p.21	Gəwatsə	He stepped on
Kargawo	p.21	Karawo	He entered
Daube	p.21	Dawube	Of the middle
Afudolwuwo	p.22	Afudaluwo	Would have been better
Asuzuguna	p.22	Asuzəgəna	Make him understand
Huguwo		Fuwu	front
Nozəmaga	p.23	Nozənamaga	If he had known
Fomzenna	p.23	Fomzain	They are roaming
Hariyabe	p.23	Ariyabe	Deception
Siranyi	p.24	Səragənyi	He/she does not like it

$$^{TM\ Nc}/_{TMT}\ x\ ^{100}/_{1} = \ ^{55}/_{973}\, x\ ^{100}/_{1} = \ ^{5500}/_{973} = 5.65\%$$

4.7.1 Addition of some unnecessary or incorrect elements

Elements which are not required are written in a word; some words are intentionally prenasalised throughout the text.

4.7.2 Prenasalization of Consonant Sounds

Apart from substitution of the /ə/ sound with other vowels, there are also some instances where Wakil prenasalized consonants. In the Standard Kanuri Orthography consonants are prenasalized at the word initial and medial positions, but not in the words Wakil used. The words are viz:

Wakil	Page	S.K.O.	Gloss
Nyim	P.1	yìm	Day
Nyim	P.1	yìm	Day
Nyisəkin	P.2	ískin	I will come
Kazənyi	P.4	kazəyi	Worries
Sanyinna	p.5	sayínna	Form of address to Islamic teacher
Nyiskin	p.2	ískin	I will come
Nzəngu	p.9	zungu	Sweat
Ngədi	p.10	gədi	Toilet/east
Mbdudinyi	p.6	bədínyí	The rear part of head
Nyim	p.12	y m	Day
Duwuli	p.20	duli	Children
Nyim	p.22	yìm	Day
Ndəwulilo	p.32	duliro	For children
Ndulinyisodə	p.32	dulinyisodə	My children
Nyikiya	p.32	yikiya	If I give it
Nyikəko	p.32	yikəko	I put it

$$^{TM\ in\ PN}/_{TMT}\ x\ ^{100}/_{1}\ ^{16}/_{973}\, x\, ^{100}/_{1} = \ ^{1600}/_{973} = 1.64\%$$

4.8 Omission of some required elements

With regards to this, Wakil omits nasal sound in the following words. Below are the words:

Wakil	Page	S.K.O.	Gloss
Indi rozəna	P.1	Indínrozəna	Hold with two hands
Awazə	p.1	Awánzə	His father
Shiyelzə	p.3	Shíyelnzə	His leg

Lamarzə	p.4	Lámarnzə	His affairs
Tafakarye	p.5	Tafakarnyé	We ponder
Jeyem	p.9	Jényen	Will recite
Bejiro	p.10	Mbejíro	There is
Kədeoro	p.13	Kəndoro	To act/to do
Ashirzə	p.13	Ashirnzə	His secret
Dusoye	p.15	Ndúsoye	Everyone
Abizayaye	p.15	Abinzəyayé	Whatever it is
Guzuwu	p.15	Nguzuwu	He stoop on it
Kargədo	p.16	Karəgəndo	Your hearts
Njeg	p.20	Njĕng	Only (idiophone)
Dalilzədə	p.21	Dalilnzədə	The reason is
Hangalzə	p.21	Hángalnzə	Wisdom
Yawalzə	p.21	Yálwalnzə-a	And his family
Gulge	p.21	Gùlnge	I will say
Kolye	p.21	Kolnye	We leave it
Kjizəyiwa	p.23	Kəjizənyi wa?	Is it not pleasant?
Nəm-gənwu	p.26	Nəmgəríwu	Immoral behaviour
Banata	p.26	Bannatə	To waste
Dawarge	p.27	Dawarngé	I put off
Falzadə	p.27	Falnzadə	One of them
Gaiyaro	p.30	Ngáiyaro	Not often
Keshe	p.30	Kənshĕ	Coming
dəmbərzə	p.32	Dəmbərnzə	Under him

$$TM\ in\ O/_{TMT}\ x\ ^{100}/_{1} = {}^{27}/_{973}\, x\, ^{100}/_{1} = {}^{2700}/_{973} = 2.77\%$$

It has been observed that Wakil violates the use of possessive suffix +nzə as approved by the Standard Kanuri Orthography and continued writing +ze- as shown in the words (awazə for awanzə), (ashirzə for ashirnzə), (lararzə for lamarnzə) etc. Also, the possessive suffix +ndo which denotes "your/plural" is been written as +do by Wakil in the word: karəgə +do = karəgədo.

Quite often, the deletion of nasal sound in a syllable will change the meaning of a word, examples can be seen in the words below:

Wakil	Page	Literal meaning	Intended meaning
Indi rozəna	P.1	Holding = two	Holding in two hands
Ashirzə	p.13	Sequential congestion	secretly
Hangalzə	p.21	Sequential congestion	carefully
Yawalə	p.21	Sequential congestion	carelessly
Banatə	p.26	Sequential congestion	to be helped

Looking at the above words, it will be difficult for the learners of the language to make a decision as to what the words mean simply because they are not appropriately written as expected.

What should be observed from the above examples is that, the changing value of orthographic words listed solely depends on rightful spelling and application of tone; if appropriate tone is marked to a word the instance of ambiguity which is part and parcel of error will be resolved.

Summary and Conclusion

5.0 Introduction

This chapter discusses the summary of the findings of the whole work from chapter one to four. From the starting point it is the aim of the study to discover some minor lapses in the orthography of Kanuri language.

5.1 Summary of the Findings

Kanuri is one of the three major languages of Northern Nigeria (among Hausa and Fulani). It is spoken in Nigeria, Chad and Niger. Its development is associated to Kanem Bornu trading empire that ruled around Lake Chad from 9th to 19thcentury (Cyffer, I 991).

Some of the oldest and known documents of Kanuri text are as viz: In the 17th century' 'a short vocabulary' was the first printed record and it is a list of Kanuri numerals, then the grammar of Bornu/Kanuri language by Sigismud Koelle in 1854. (www.languagesgulper.com)

There are lots of Kanuri writings nowadays, ranging from proverbs, folktales, fables, historical fragment, Dictionaries and proses. The researcher decided to choose the book Buskenyiya Fizako to check orthographic nonconformity in a written text. It is the aim of the researcher to bring out the areas that likely bring about the orthographic nonconformity such as omission and insertion of unnecessary elements and disordering.

It is a textual analysis where the researcher used her intuition with the help of relevant materials consulted to make the analysis of the work. The work was done successfully after reading the text several times so as to fish out the required words that cause the orthographic ambiguity.

The study examined six different areas where this book failed to follow the rules of the SKO, they are in the areas of Grammar, Spelling, Syllabification, Improper usage of sound, Word spacing, and some words that are unnecessarily prenasalized. The summary is as follows: the use of /ə/ sound, deletion of nasal in a syllable. prenasalization of consonants, the use of additive marker ye', unction marker -a', conditional marker +ga with a total number of one hundred and sixty-three (163) instances. /ə/ sound were substituted with either /u/,/e/, or /i/. This could be seen in the words like, Bune, fufurtə, kela. kemabe. fandimin, e.t.c. the SK0 the possessive maker is written at +-nz" which denotes his singular and are suffixed to a root word, but Wakil deleted the nasal alveolar "n" and write it as - z throughout the book. This example can be seen in the following words: az, lamarzə, shirze.

Also the possessive suffix +ndo which denotes 'yours plural is been written as +do. e.g *karagado*for *karəgəndo* your hearts' Apart from that there are other words which are written in the S K 0 with nasal sound but, in the book "Busknyiya Fizako" it is written without the nasal sound. e.g. Ndusoye, Mbejiro, Nguzuwu.

The deletion of nasal in the possessive market will some time change the grammatical function of a word and thereby causes orthographic ambiguity to the structure. For example, the word *ashirzə*which is used in page (9) in paragraph (2) is intended to mean *his secret.* The meaning intended is different from the spelt word. Intended meaning *ashirnzə*'his secret' while *ashirnza* 'is sequential verb'

Other examples are the word *hangalnze* is written as *hangaize* (which could be read as sequential verb).

Some consonants are prenasalized and in some areas nasals are deleted in a syllable. In the SK0 there are prenasalized syllables like *nda, nyama, mbeji* etc but not in the words used by Wakil. He consistently use 'nyim" for the word yim (the day), mbudidyi" for 'bədinyi" (the rear part of the head). Some of the syllables where nasal sounds are deleted are as viz: Awazə, Tafakarye, Lejiro. e.t.c.

Wakil's usage of the adjective adjunct will make the reader confused, because it is suffixed to the noun phrase. The case will be seen in the words, Kasurnaye, Shiye, sarsarye, etc.

The conjunction maker (-a) is never hyphened throughout the book, it is always written attached to the noun or the pronoun it conjure, e.g

Text		SKO	Gloss
da	for	da-a	"and meat"
Modua	for	Modu-a	"and Modu"
Lawanna	for	Lawan-a	"and Lawan" etc.

The negative "ba' contrary to the S K 0 rule is attached to the word that is used to negate,e.g *falbaga, sheganzaba,and nyibayero* which does not confirm to the Kanuri Standard Orthography e.t.c. and there are so many words which does not confirm to the SKO. Words like

Text SKO Gloss

siasa	siyasa	Politics
Sasen	sasain	will repair
Ciworo	cuworo	he ask

5.2 Conclusion

An over view of the relevant literature proved that there is development in the Kanuri written literature as prominent scholars abroad and at home are making lots of effort on Kanuri studies, yet there seemed to be defects in presenting the language as marks on paper. Based on this study, it has been observed that some instances of ambiguity is caused by the non-conformity to the orthography of the language hence their need to be always write any text based on the S K O.

Many people speak Kanuri language but find difficulty reading its text, and there is need to improve its writing in order to make the Kanuri written text easily read by many. To do so, there is need to reintroduce the Kanuri as a subject in both primary and secondary schools. In teaching the language the extra-linguistic features should not be ignored. By doing so the Kanuri written text would be easily read by many including the non-native speakers and that will enhance its prestige.

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"Endangered, Moribund and Preservation of Languages"

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Abstract: *Languages are just like human beings they become extinct every now and then. Some can be endangered and some died out completely, and it is all over the world. They are being threaten by killer languages such as English and French languages at international level, and Like Hausa language at National level in case of Nigeria. The research that has been conducted here is to show how we can prevent those endangered languages or if possible to revitalize those that are completely extinct; through creating recorded and printed resources. Recorded and printed documentation are essential for preserving languages' sound and context. Teaching and taking languages classes. Using digital and social media outlet. And insist on speaking the indigenous languages.*

Key words: *language, preservation, moribund and endangered*

Introduction:

Language is a system of communication used by a particular community. There are about six to seven thousand (6,000 – 7,000) languages but 6,500 languages according to Anna Klappenbach (2021) in the world today but the most hurting or terrible thing is at the end of the 21st century almost half of these languages would have perished. The numbers mentioned above may be in flux because the languages themselves keep changing every day (ethnologue.com). These languages are part of the world's diversity and beauties. According to Crystal (2000) as he estimated, one language will die in every two weeks or so somewhere in this world. Miroslav 2010 quoted Ethnologue (2005) that there are about 50 languages around the world that have only one speaker left: 7 languages in the USA, 3 in South America, 3 in Africa, 6 in Asia, 28 in Australia, and 3 in the Pacific Ocean islands. Nearly or almost 500 languages have less than 100 speakers; 1,500 languages are spoken by less than 1,000 speakers; 3,000 or so languages have up to 10,000 speakers; and 500 languages have no more than 100,000 speakers. It has been calculated that about ninety-six percent (96%) of the world's languages are spoken by about or only four percent (4%) of the globe's population.

"Most of us feel we could never become extinct. The Dodo felt that way too." (William Cuppy)

More than 50% of the endangered languages are from eight countries, these include: Nigeria, Cameroon, Mexico, India, Brazil, Australia, Indonesia, and Papua New Guinea. Nigeria our area of study particularly Borno State is among the countries where languages are endangered and will becoming extinct so rapidly, later they will die out.

Endangered language is one that is probably to become vanished or extinct in the near future. Many if not most languages are dying out of use and being replaced by others.

A dead language is a language which is no longer spoken by anyone as their main language, such as Latin, that is no longer learned as a native language by a speech community.

There are some voices that believed to be the last speakers of their languages. Some years back in Haci Osman in Turkey Linguists went into the village to record Tevfic Esenç who believed to be the last speaker of Ubykh Language. He couldn't even converse with his own children, because they have become Turkish. What he wanted to be written on his grave, he has already written it on the grave stone in 1984 "This is grave of Tevfic Esenç. He was the last person able to speak the language they called Ubykh." With the death of Esenç in 1992, Ubykh too joined the ever-increasing number of extinct languages.

In Southern Carolina, four years after, a Native American called Red Thundercloud also died as the last voice of dying tongue (Wappo).

Problem statements:

- What is the goal of the preservation of language?
- Why are endangered languages so important?
- How can we prevent language?
- How can I promote my language?

Objectives:

- Endangered languages stand a great chance of survival when they are frequently used
- Languages preservation is the effort to prevent them from becoming moribund or completely vanish
- Sometime words appear in one language where there simply isn't an alternative in another. Loosing languages can have a detrimental loss of community identity, collective purpose and self determination
- Language is a vital part of human connection. Although all species have their ways of communicating, human are the only ones that have mastered cognitive languages communication. Language allows us to share our ideas, thoughts, and feelings with others. It has the power to build societies, but also tear them down.

Literature review:

If people find it easier for them to use languages that are easy to conduct business and communicate in them such as English, Dutch, Spanish, Italia etc., then you will find out that the younger ones are no longer using the indigenous languages (languages of the immediate environment), or if the younger ones are not being educated in the languages spoken by a limited number of people (Elizabeth Malone) that means few people are using the languages, then they gradually die. The languages that are responsible are the ones that are mentioned above. Klappenbach classified and ranked them from 1 – 12: English with 1,132 million native speakers, Mandarin with 1,117 native speakers, Hindi with 615 million native speakers, Spanish with 534 million native speakers, French with 280 million native speakers, Arabic with 274 million native speakers, Bengali with 265 million native speakers, Russian with 258 million native speakers, Portuguese with 199 million native speakers, Indonesian with 170 million native speakers, Urdu with 170 million native speakers, and German with 132 million native speakers. English language apart from being the number one Lingua Franca of the world, it is the only language of the sky, because all pilots are subjected to use only English language to communicate with the control towers.

There are factors for the loss of language(s):

- Language shift – when a language shift towards a stronger language frequently
- Natural disasters such as volcanic eruption, hurricane, tsunami, earthquake, disease
- Human disasters such as invasion, genocide, warfare, insurgency, banditry etc.
- Political reasons such as colonization, education, migration

These factors often result in cultural assimilation or even genocide compare it with/to language, cultural, and educational policies that have taken place in the previous time. Today it is not easy or common to punish people for practicing or using their languages, still languages continue to die.

50% of the languages represent vast, largely unmapped terrain on which Philosophers, Linguists, and Cognitive Scientists can chart the full capabilities and limits of the human mind. These languages each of them has a unique local knowledge of natural system and cultures in the region or where it is spoken. To understand human history, you need these languages as a source of evidence. Davis (2003) said language is not only exist to express vocabularies and grammatical rules rather it is what made humans who they are.

"Language is not just a body of vocabulary or a set grammatical rule. A language is a flash of human spirit. It is a vehicle through which the soul of each particular culture comes into the material world. Every language is an old-growth forest of the mind, a watershed, a thought, an ecosystem of spiritual possibilities." (Wade 2003)

Apart from the uniqueness of the knowledge associated to those languages, the reason(s) for their death was not recorded or documented i.e. both the languages and the knowledge. Heather Lotherington said and I quote "All languages open doors to knowledge and it is the narrow-mindedness of monolinguals to think their language (our, in case of English) is somehow the unique key to knowledge." Though linguist believed that all languages are equal. There is nothing like superior language.

Tsunoda 2012 came up with a suggestion that languages need to be documented because once a language is lost there would be no opportunity to record it. Therefore, it is important to make an adequate documentation of languages while there is an opportunity. Tsunoda said in the process of documenting endangered languages or any language for that matter, there are certain procedures to be followed or should be aim at the following level of quality (Craig 1997; Lehman 1999)

a. accuracy: the documentation must be as reliable as possible, and;

b. Comprehensiveness: the documentation must be complete as possible.

Thus, it "should provide a true presentation of the language" (Mithun 2001). In view of these aims, particularly (b), it is vital to take a holistic approach, rather a narrow approach. A holistic approach aims to document a language as a whole, including its socio-cultural background (Tsunoda 1998b)" Tsunoda 2012.

But if the situation slightly change from documentation to preservation, then you the following:

i. Creating recorded and printed resources, because recorded and printed documentation are essential for preserving languages' sound and context.
ii. Teaching and taking languages classes.
iii. Using digital and social media platforms.
iv. We should maintain on speaking the indigenous languages.

Methodology:

Protecting and preserving of language(s) looks simple and easy to say in few words, but in reality is a huge task. The most commonly and accepted alternatives are:

i. The most essential thing is to encourage the native speakers of affected languages and even non-affected languages not to be relented in speaking their languages. That is to say that insist in using and speaking of their native languages. They should never have passion toward dwelling in using someone's language. You should know that using one's language (the dominant languages) is bad but don't let it overshadow your own language or consider it as special and better language (superior language) because all languages are equal.
ii. Whether you're interested in promoting the linguistic rights of your multinational contacts or are committed to preserving your language, the professional translators and simultaneously interpreters are to be engaged in such situation.
iii. Using of social media platforms. This is another way of promoting and protecting of languages. Instead of composing messages using lingua franca of the immediate environment, then we should compose it in the native languages, but this method has a lot of challenges. Not all languages are having orthography, that is to say majority of the languages are not put into writing.
iv. Let's teach and take classes in our native languages. Now there are some plans and policies going on how to teach wards in schools through the use of indigenous languages, especially the first three years, but the minority of the languages were not included in the plans, instead they teach the pupils in the language of the environment. That is how each language got the chance to survive and be promoted.
v. Recording and documenting of the local languages is another important method of preserving language. This idea involves money, it is not an easy task. We have to put

hands together i.e. government, organizations, philanthropies, individuals etc. to sponsor it. Thus, all hands must be on desk to ensure that a perfect and accurate records have been taken.

Findings

Borno state is among the worse states where many of its languages are endangered. Linguistically, about twenty-eight languages being spoken in the state. Including Chadic group of languages, while Kanuri is an exceptional and it is a member of Saharan group of languages. According to Wikipedia the following are the languages found in Borno state but on the process of findings we discovered that the languages are beyond twenty-eight. The additional language was in Gwoza Local Government. That is where it was discovered: The languages are:

1. Kanuri
2. Fulfulde
3. Shuwa Arab
4. Babur/Bura
5. Glavda
6. Jehode
7. Mandara
8. Gamargu
9. Waha
10. Dghwede
11. Guduf
12. Laamang
13. Mafa
14. Afade
15. Zalidva
16. Wula
17. Ngosh
18. Ndagh
19. Chikide
20. Chinine
21. Gavva
22. Waja
23. Kyibaku
24. Kamwe
25. Kilba
26. Yedina
27. Marghi,
28. Tonati and
29. Dera

Among the mentioned languages, especially the Chadic group languages are the most endangered ones. This occurred due to the influence of lingua-franca languages like Hausa, Kanuri and others, but insurgency also contributed a lot. The insurgency in the area (North-east region of Nigeria) quiet for some time specifically Borno State has a huge impact on language death. This crises has led many people to flee to the Capital City of the state (Maiduguri), while others flee to neighbouring states. Some have even fled to the neighbouring countries such as: Cameron, Chad and Niger. With this exodus many of the native speakers of the languages were left with no other choice than to assimilate other languages, especially the younger generation who will grow up and those will be born into a new environment and culture. The mentioned generation will hardly be spoken the languages of their ancestors rather they speak the languages of the new environment. With this attitudes the alien languages (the languages that have gone to the new environment) will either die out completely or will be endangered, and once it become endangered, it's about to die.

Now that most the inhabitants of the rural areas are returning back to their origin, there is a little hope that some will survive, but many are still don't want to go back, because of trauma.

Analysis

When you document a language, you equally preserve it. This will prevent and help the language from dying. The main purpose of language is to communicate and also retains the cultural diversity and values attach to it. Language and culture are inseparable, they go hand in hand. If a man wants to know his history and where he comes from then must relate back to language. This what really differentiate man from other animals.

Documentation has a lot of work to do. Most of the time when a language is to be documented then the question of how to develop an orthography will also come in. orthography is the standard form of writing a particular language. So, it plays a vital role in preserving a language. But, sometimes, it turnout to be difficult. For instance, in a multilingual society like Nigeria, where there are 500 languages according to translators without borders. The irony of the whole thing is that, upon all these languages Nigeria is using English language as official language as well as medium of instruction in schools. In such situation, if one or government wants to preserve languages properly; first must develop orthographies for those languages that are endangered. After that the languages should be taught in schools formally then gradually the diverse languages and the cultures should be put into writing. This procedure is expensive so to say. There is a need to employ experts as well as dedicated people from the society who have their languages at heart. Language experts are not left behind that comprises of all branches of linguistics. Phonologists and interpreters are the first priority because without getting the exact pronunciations and interpretations of the vocabularies, idiomatic expressions and sentences the effort will be abortive. Then the other experts like syntactician, semanticist, morphologist etc. will follow. The reason for involving all these experts is perfect the situation and to get an accurate result. Financially, the monetary aspect is the bedrock of this project. The success of such project lies on gargets and they need to be procured especially the ones that are concern with phonology and phonetics. Employed people too need to be paid. As Africans, if you need information from the people, sometimes you have to give incentive before getting what you want. All what have been mentioned requires financial support.

"A proper documentation and preservation of language will not only help the language from death, but also help in the retention of its cultural diversity. The library plays a key role in human's ability to record his thoughts, experience, history, culture and heritage in his language and to make it available to others."

"When a language dies out, future generations lose a vital part of the culture that is necessary to completely understand it. This makes language a vulnerable aspect of cultural heritage, and it becomes especially important to preserve it. More than 3,000 languages are reportedly spoken by fewer than 10,000 people each."

Results:

At the end of this research we would be able to identify different ways of preserving languages especially those that are endangered. You can preserve the languages through the methods that we mentioned previously: by creating recorded and printed sources, teaching and taking language classes, using digital and social media outlets, and insisting on speaking the native language. Not only identifying the ways but utilize them in field. Borno State is the Centre of our research, the state is in critical condition because most of its languages are endangered which needs serious attention. As we discussed it in our analysis, the following are steps to be taken which we recommended it to the government as a solutions to serve languages. Can also serve as solution to government in terms of language policy and planning. People who want a way-out to save their various languages would have an answer to their problems. This research will also serve as step to other researchers who want carry out researches on moribund or endangered languages. Finally, it is a step forward in language policy and planning.

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Pedagogical Value of WhatsApp in Learning Inferential Listening Skill among students of Tertiary Institutions in Sokoto State Nigeria

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Abstract: *This study evaluates the value of WhatsApp in Learning Inferential Listening Skill among Students of Tertiary Institutions in Sokoto State. In view of this, the researcher formulated a research question to find out if there is any difference in the performance of students taught inferential listening skill using WhatsApp and those taught using lecture method. The population of the study comprised all tertiary institutions in Sokoto and the sample was drawn from two selected tertiary institutions in Sokoto. Quasi Experimental research design was employed for the study while Listening Performance Test (LPT) was used as instrument to test the subjects. Kudur Richadson (KR21) was used to determine the reliability index of the instrument based on the data obtained from the pilot testing of the instrument. Reliability index of 0.83 was obtained, which was reliable and satisfactory. The null hypothesis was tested at the 0.05 level of significance using T-test. The finding of the study shows that the experimental group taught using WhatsApp performed better than the control group taught using conventional methods in inferential listening skill.*

Key words: *Learning, Listening, Pedagogical, & WhatsApp*

INTRODUCTION

English language in Nigeria function as a second language, an official language, a lingual Franca and the medium of instruction at the primary, secondary and tertiary levels of education. The current use of English in Nigeria was as a result of colonization by the British and the linguistic diversity of the country. Teaching of English as a second language emphasizes on the importance of language skill such as reading and writing skills. It is no doubt that the listening ability of the student plays a significant role in the development of other English language skills.

Listening is the most frequently used skill in the English language; it also plays a significant role in daily communication and educational process as a general studies course for first year students across tertiary institutions. In spite of its importance, the development of listening skills has received little attention in teaching, especially in the tertiary institutions in the study area. This inability has made it impossible for students to understand the language. This makes them frequently have great difficulty in understanding English spoken by its native speaker.

WhatsApp, in recent time has been identified as one of the potential means of improving teaching and learning of listening skills among non-native speakers. It is defined as an internet-based application that builds on the ideological and technological foundations of the web, which allows the creation and exchange of user-generated content (Kaplan & Haelein, 2010).

Apart from WhatsApp, there are different types of social media platforms which include Facebook, YouTube, Twitter, 2go, WhatsApp Telegram, Bado and so on. However, this study focused specially on WhatsApp. The application was chosen because of the availability of the android mobile phone among students which can be used in posting audio-visual material in teaching and learning listening skills. The effects of WhatsApp on our lives, culture and society keeps increasing globally. It is also becoming popular tool for marketing in business and publicity in politics. This growth has also drawn the attention of researchers to understand the implications and effects of WhatsApp on its user's social academic and personal life (Naveen and Sudhansh, 2017).

Statement of the Problem

It has been observed by English Language Teachers that Teaching Listening skills has been relegated to a secondary position particularly to First year students of tertiary institutions in their General Studies course. For example, question papers in Umar Ali Shinkafi Polytechnic Sokoto, were reviewed by the researcher from the year 2010 to 2015 and found that only a few questions on the theoretical aspect of listening skills. Same applies to all tertiary institutions where the research was conducted. This is due to the fact that listening is only taught theoretically not practically to students due to the unavailability of listening equipment. The researcher is of the thinking that, unavailability of listening material to teach the skills will affect the students' performance in listening. Similarly, the students will be miss interpreting information and that will surely affect their academic performance not only in language but in other subjects and their daily activities as well. Even at some tertiary institutions where listening is taught as a course, such as Shehu Shagari College of Education, it is only taught theoretically and not practically. The researcher was able to get this information after visiting all the tertiary institutions under review.

For the above reason, the researcher feels a strategy should be adopted towards teaching listening skills - by introducing WhatsApp so as to improve the performance of students in listening skills. The research seeks to evaluate the pedagogical value of using WhatsApp in improving listening skills among students of tertiary institution in Sokoto State, Nigeria.

Objectives of the Study

This study examined the pedagogical value of WhatsApp in learning inferential listening skill to the students of higher education in Sokoto State, Nigeria. Specifically, the study was carried out to:

i. Evaluate the value of using WhatsApp and lecture method in teaching and learning of inferential listening skill to the students of higher education.

Research Question

In view of the above objective, the researcher formulated and sought to find answer to the following research question.

i. Is there any difference in the performance of students taught inferential listening skill using WhatsApp and those taught using the lecture method?

Research Hypotheses

Ho_1 There is no significant difference between the performance of the experimental group taught inferential listening skills using WhatsApp and the control group taught using the lecture method.

Significance of the Study

This study is expected to benefit the following categories:

It will help lecturers to establish pedagogical beliefs related to the effectiveness of implementing social media in the teaching and learning of listening skills. Also, it can benefit English language teachers by delivering their lectures without going to class by posting the materials through WhatsApp application and the students can respond from anywhere they are, with the present situation of Covid-19 pandemic

It magnetizes students to join a new way of learning through social network and "WhatsApp" in particular.

Traditionally, the inspection and supervision of tertiary institutions was done by supervisor/inspector from the ministry for Higher Education in collaboration with each tertiary institutions quality assurance unit through visitation to various schools and lecture rooms, which made the work more tedious and time consuming. Using WhatsApp, the work will be made easier for them. By so doing, the supervisor/inspector will participate actively and interact freely with both teachers and the learners through the use of WhatsApp application.

Scope of the Study

The study evaluated the value of WhatsApp social media in Learning Inferential Listening Skill in selected Tertiary Institutions in Sokoto State. The study was limited to two public tertiary institutions selected for the study. These include Sokoto State University and Umaru Ali Shinkafi Polytechnic, Sokoto. There are different types of social media platforms but the study used WhatsApp Social media, also Inferential Listening Skill was the only Listening skill tested out of numerous Listening Skills.

Conceptual Framework

Inferential Listening Skills

Listeners are required to achieve inferential ability using four different levels; the phonetic, the phonological, the lexical, the semantic and the pragmatic. According Shaozhong (2005), pragmatics distinguishes two (or more) intents or meanings in each utterance or communicative act of verbal communications. The first intent or meaning is informative intent or the sentience meaning, and the second intent or the role of inferential ability in listening comprehension. The ability to comprehend and produce a communicative act is referred to as pragmatic competence (Kasper, 1997) which often includes one's knowledge about social distance and the differences in the social status between the speakers involve. Cultural knowledge e.g. politeness and linguistic knowledge, both explicit and implicit.

The term inferential ability is to:

- Extract relevant information which is not explicitly given to listeners.
- Reconstruct relevant information both linguistic and non-linguistic clues.

- Understanding what a speaker really means at the pragmatic level.

The Importance of Listening

Listening is the first language skill developed; it comes before speaking, reading and writing (Coakley and Wolvin, 1988). Also, listening is the most frequently used language skill (Scarlella& Oxford, 1992). According to Rost (1991) "listening is vital in the language classroom because it provides input for the learner. Without understanding input at the right level, any learning simply cannot begin."

Listening makes the person who is talking feel worthy, appreciated and respected. When we give someone full attention, the speaker responses positively by interacting on a deeper level, perhaps by disclosing personal information or by becoming more relaxed. Listening is an activity that is vital to human existence and is the most common daily activity in human societies. Richard (2008) says that by providing aural input listening accelerates language learning. Language is dependent on listening and can connect learners directly to the target language (Peterson, 2001). By listening to a regular program of this skill, the learner's vocabulary and idioms can be enriched by developing their cultural appreciation, which facilitates their interpretation of the new language. So, language teachers must help the student to become good listeners because listening is also the basis of cognitive development (Saha, 2008:205). It is a system for the expression of meaning and has not only a combination of grammatical rules but also functions and communicative meaning (Richards and Rodger, 2001:161). From the statement listening is important not only to the development of students but also to their social development.

The importance of listening skills is related to the present study in the sense that, WhatsApp listening practice can be implemented through extensive. Extensive listening is an out – of – class activities that provides students to use any listening materials outside the classroom to increase their exposure to the spoken language (Vandergrift and Goh, 2012).extensive listening consist of activities beyond the classroom based listening setting. This type of activities focused on giving language learners more exposure to listening materials by considering the fact that they have more time than when they are doing listening activities in the classroom. It is vividly clear that when the findings of this study are put to use, staff, students, curriculum planers quality assurance stand to benefit from all the importance of listening treated in the study.

WhatsApp

The most recent popular social media is the WhatsApp application. The WhatsApp messenger is a proprietary, cross platform instant messaging application for smart phones. In addition to text messaging, users can send other images videos and audio media messages (Abdul, 2015). Thus, therefore, WhatsApp allows its users to use their internet connections to send messages to each other. And also it is like a chat program for mobile phones. Smart phones are becoming increasingly popular and WhatsApp is available for almost all smart phones. Furthermore, WhatsApp is considered to be a popular application available. It is a free platform that can be installed on the mobile phone to send messages, pictures, audio files and videos using an internet data connection. Alsaleem (2014) investigated how female Saudi undergraduate

English students used WhatsApp application to improve their writing, vocabulary, word choice and listening ability

WhatsApp is a free third party application, which allows you to communicate with your friends and family, share images, videos and links using network access. It's a simple and easy application that works on androids, window phones and blackberry and works smoothly. WhatsApp is an instant messaging app for smart phones that operates under a subscription business model. The proprietary cross platform application uses the internet to sends text messages, images, video, user location and audio network messages (VC, 2015 and WVC, 2015).

WhatsApp has the following features:

Group video and voice calling, WhatsAPP stickers, picture-in-picture support and some of it feature also include media visibility, group chats and forwarding restrictions and labeled forwarded message

WhatsApp Social Media and Learning Listening Skills

WhatsApp Messenger is a smart phone- and web-based instant message application that allows users to exchange information using a variety of media, including text, image, video and audio messages (Church & de Oliveira, 2013). It is a free, easy to use, fast, convenient, the personal mode of communication. Also, it is not only text messaging, but users can also send each other image, video and audio messages. WhatsApp allows its users to use their Internet connections to send messages to each other. WhatsApp is a chat program for mobile phones. Smartphones are accelerative popular and WhatsApp is available on almost every Smartphone.

As a free messenger application, it works across multiple platforms like iPhone and Android phones. This app is being widely used among undergraduate students to send multimedia messages like photos, videos, audios along with simple text messages (Chan & Holosko, 2017). Since internet facility is required for using WhatsApp, lots of information can also be accessed in real time and sharing that information through technology is both instantaneous and convenient. According to Aburezeq (2012), WhatsApp messenger has the following collaborative features: Multimedia, group chat, unlimited messaging, cross-platform, offline messaging, and no charges involved, two steps verification is also introduced to protect user account.

There is also emerging evidence that these Apps have a significant potential to support the learning process and have substantial implications on pedagogies, allowing direct access to lots of online resources, more focus on student's creativity, autonomy and responsibility on one's own learning (Ifenthaler & Schweinbenz, 2016). Language learners have more opportunities to listen and speak that language in their classroom with their friends and teacher. While they are not, they can extend their communication by connecting the application in their phones freely. It is such a considerable way to serve learners to communicative users' undertaking. Learners are served beneficially by the expanding exercise and experience through free knowledge.

Theoretical Framework

Technology Adoption Model

Technology Acceptance Model (TAM) is information Systems Theory that show users how to accept and use a computer based technology. It was developed to explain computer usage behavior (Davis, 1989). The model suggested that when users' are presented with a new software package, a number of factors influence their decision about how and when they will use it (Masrum and Hussein, 2008). Though, there are other models that can equally be used to predict and explain why users accept or reject an information system, this model include Diffusion of innovation theory (Roger, 2003) and Concern based Adoption Model (Deng and Yuen, 2009) as well as social influence Theory (Gao, 2005). However, some of these theories and models appear to be complex, while TAM is simple and robust enough as a model (Venkatesh and Devis, 2000). Therefore, in the study, Technology Acceptance Theory was used to explain students' attitude to Social Networking using WhatsApp application in testing their listening performance.

Research Methodology

Research Design

A quasi- experimental design with a pre-test and post -test was adopted for the study. In this design, two groups were involved, (Experimental and Control).

Population of the Study

The population of this research comprised all public tertiary institution in Sokoto State. According to the data collected regarding the population of the students by the researcher from various institutions, there are ten (10) public tertiary institutions with their respective students' population of 58,038 (Ministry for high education Sokoto State 2017).

Sample and Sampling Technique

The sample of this study consists of two tertiary institutions with a total population of 381 UG I from Sokoto state university and HND I students from Umaru Ali Shinkafi Polytechnic Sokoto State which were purposively selected because of the availability of android phones and popularity of WhatsApp usage among students.

Instrument for Data Collection

The instrument for this study was a research-designed instrument tagged Listening Performance Test (LPT) with a view to measuring their performance in different listening activities.

Validity and Reliability of the Instrument

The instrument was validated by experts in the Department of Curriculum Studies and Educational Technology in Usmanu Danfodiyo University, Sokoto. To ascertain the reliability of the Listening Performance Test (LPT), the researcher conducted a pilot study at Shehu Shagari College of Education, Sokoto.

The researcher administered a pre-test to both groups with a view to obtaining baseline data. However, another test (Post-test) was administered after an interval of two weeks. The two tests were compared using the Kuder Richadson (KR21) statistical tool and a reliability index of 0.83 was obtained, which was reliable and satisfactory.

Method of Administration of Instrument

The administration of LPT to the subjects was made through a multi stage- process. In the first place, the researcher conducted a pretest one on one on inferential listening skill. In the second place, a WhatsApp group was formulated for the experimental group in which the participants' numbers were added successfully. Therefore, treatment (Teaching Listening skills) began through the WhatsApp for a period of 6 weeks.

In the third place, the researcher conducted another test (Post-test) for both control and experimental groups with the help of research assistants but in different times and place. The instrument was scored by awarding one mark for each correct answer by the students, Options were given.

Procedure on Administration of Treatment (WhatsApp Group)

The researcher used the following procedure to administer treatment to the experimental group (WhatsApp Group). In the first segment, which is the first class, the researcher introduced the lesson by explaining what the listening skill was all about.

In the next lesson, the researcher started by asking students some questions on what inferential listening skill was. They were not able to respond correctly because they did not have an idea about it. The researcher further explained to the subjects the meaning of inferential listening skill and different inferential abilities. A lot of examples were given to the class, such as videos containing inferential activities and the students were asked to watch and listen to the videos while other activities were picture read. This took the researcher two weeks to discuss on this segment to enable the subjects to understand what inferential listening skill was all about and also to know how to infer whenever they come across any inferential question, gesture or statement through WhatsApp. See Appendix ii lesson plan i for clarifications.

Method of Data Analysis

The data was analyzed using descriptive statistics to analyze the data of the pretest and post-test of participants as well as answering research question. Mean score and t-test statistics were used in testing the null hypothesis.

Answering of the Research Question

The analysis of the research question was done using descriptive statistics. These was presented in Table below:

Research Question One: Is there any difference between the performance of experimental group taught inferential listening skills using WhatsApp and the control group using the lecture method?

Table 1: Difference in Performance in Inferential Listening Skills between WhatsApp Method and lecture method

Variables	N	Mean	Std. Deviation	Mdf
Experimental Group	40	7.40	1.355	2.40
Control Group	40	5.00	1.177	

Source: Researcher's Field Work, 2018.

Table 1 presents the result in the difference of students' performance in inferential listening skills between those taught using the WhatsApp method and those taught using the lecture method. Results showed that those taught using WhatsApp performed better, as indicated by a mean of 7.40 (SD=1.355) over those taught using the lecture method with a mean of 5.00 (SD=1.177). This adequately answered research question one and it is concluded that there is difference in the performance of students taught inferential listening skills using WhatsApp social media from those taught the same using the lecture method.

Hypotheses Testing

$H0_1$: There is no significant difference between the performance of the experimental group taught inferential listening skills using the WhatsApp and the control group using the lecture method.

This hypothesis was tested by subjecting the performance scores of students in the WhatsApp social media group and those in the conventional approach group to a t-test analysis and result is presented in the table below:

Performance Difference in the Inferential Listening Skill between Students in the WhatsApp Group and those in the Lecture method Group.

Variables	N	Df	*t*-Cal	*p*-Value	Decision
Experimental Group	40	39	7.69	.000	H_0 Rejected
Control group	40				

Information in the Table above shows that there exists a significant difference in inferential listening skills in the performance of students taught using the WhatsApp and those taught using the lecture method because of the calculated t-value of 7.69 and a *p*-value of .000, which is less than the significance level of 0.05. Therefore, $H0_1$ which states that there is no significant difference in the performance of students taught inferential listening skills using WhatsApp from those taught the same using the lecture method is rejected.

Summary of Findings

The following is the major finding of the study:

1. The Performance of the students taught the inferential listening skills using WhatsApp was better than those taught using the lecture method. This means that students were able to construct relevant information both linguistic and non-linguistic

clues, extract relevant information which was not given to listeners as one of the types of inferential ability and also understand what a speaker really means at pragmatic level.

Conclusion

Based on the findings of the present study, it is obvious that the performance of students taught Inferential Listening Skill using WhatsApp showed very good listening ability. In spite of the advantage mentioned above, the researcher suffered extra work load to find materials and prepare suitable audios and videos for the study.

Since technology is a continuous rapid development and with every sunrise there is a new application and as youth are using them, there is the need to be updated with these applications. That may at least help to succeed to catch students' attention towards learning different listening skills and using applications that are preferred by the students that will reinforce the regular academic process and help both lecturers and students.

Recommendations

i. In order to improve learning of listening skills in higher education level, there is need for the school management to make provision of internet facility.
ii. Lecturers should encourage students to learn how to use WhatsApp to comprehend information from a given through the WhatsApp.
iii. WhatsApp application if properly manage will surely improve the learning of inferential listening skill in higher education level.

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E- Human Resources Management and Performance of Deposit Money Banks in Gombe State

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Abstract: *This study evaluated the relationship between e-HRM and performance of selecetd Deposit Money Banks, DMBs in Gombe State, Nigeria. E-training, e-compensation, e-performance appraisal were used as dimensions of e-HRM. The study adopted the cross-sectional survey in its investigation of the variables. Primary source of data was generated through self- administered questionnaire. The population of the study was the entire employees of four selected DMBs. A total of 137 workers were obtained from the Human Resources Department of the DMBs which represent the sample frame. The sample size was obtained using the Krejcie and Morgan (1970) table for determining minimum returned sample size for a given population. For our population, the table placed our sample size at ninety four. The research instrument was validated through supervisor's vetting and approval while the reliability of the instrument was achieved by the use of the Cronbach Alpha coefficient with all the items scoring above 0.70. Data generated were analyzed and presented using both descriptive and inferential statistical techniques. The hypotheses were tested using the Spearman's Rank Order Correlation Statistics. Findings from the data analysis revealed that e-HRM (e-training, e-compensation, e-performance appraisal) positively and significantly related with performance in DMBs in Gombe state. The result of the findings recommends that DMBs should facilitate access to e-training for staff and reduce any barriers related to access to training courses electronically. Similarly, the e-training should be linked with the results of the performance evaluation which determines the strength or weaknesses of the process. More efforts should be undertaken by DMBs to encourage staff to participate in training programs related to the use of E-HRM applications. To improve e-compensation in DMBs, technology should be used to provide integrated and adequate information about the compensation. As a result, there will be less need for referral to the HR staff asking for information or clarification. In the same vain, DMBs should prepare and issue leaflets on compensation system, to explain the compensation and benefits for staff.*

Key words: *e-HRM, e-Training, e-Compensation, e-Performance Appraisal and Performance*

INTRODUCTION

The massive technological change has been resulted in wider integration of technology in different sectors and fields of work. The use of these applications /technology solutions in the human resource area is major trend that change ways how Human Resource functions are carried out (Sima, Gheorghe, Subić, & Nancu, 2020). Beside a recent concept was used to highlight the use of technology in HRM .The use of technology in human resources management, known as E-HRM is becoming one of the emerging issues in the HRM field. HRM function is one of the main organization's functions that significantly enhances the organization ability to achieve its goals and strategies. Therefore, introduction of e-HRM may lead to change in content and positioning of the HR function, which may positively contribute to the overall organization goals and effectiveness (Ilek, Maier, & Weinert, 2022).

Nowadays, technology is an inherent part of our daily lives. People have been simplifying some routine tasks and problems with the use of computers and the Internet. It has sped up some processes and increased the efficiency of performing assignments (Wamba-Taguimdje, Wamba, Kamdjoug, & Wanko, 2020). In contemporary business, information technology (IT) tools are fundamental to realize processes in a faster and more efficient way. Global competition is demanding and organizations have to use innovative ideas to stay competitive. Every department in company plays a fundamental role for success, but there is one of special significance: Human Resources Management (HRM) (Rana, & Sharma, 2019).

Human Resources Management (HRM) is a crucial part of every organization as it deals with a vital resource: human capital. HRM has been going through a transformation adopting technological tools to improve its performance (Vahdat, 2021). It was said that the HRM function is subject to radical and dramatic change because of the implications of web based organizing. The combination of information technology (IT) tools in HRM processes has named "electronic Human Resources Management e-HRM (AlHamad, Alshurideh, Alomari, Kurdi, Alzoubi, Hamouche, & Al-Hawary, 2022). E-HRM strives to implement all the operational activities that HRM is concerned with, with the help of technological tools in a fast and accurate way (Shah, Michael, & Chalu, 2020).

E-HRM was defined as an umbrella term covering all possible integration mechanisms and contents between HRM and Information Technologies aiming at creating value within and across organizations for targeted employees and management (Galanaki, Lazazzara, & Parry, 2019). Also e-HRM was defined as the 'planning, implementation and application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities' (Al-Harazneh, & Sila, 2021). Further, it is believed that, 'E-HRM could be narrowly defined as the administrative support of the HR function in organizations by using Internet technology' (Tataru, 2019).

Therefore, e-HRM can be the integration between human resources management, and information technology, through mainly the use of web-based applications in human resources management (Berber, Đorđević, & Milanović, 2018). The purpose of this web-based tool is to support HR professionals in performing their HR tasks, and to support managers and employees performing their HR tasks. Therefore, using E-HRM, managers can easily access any relevant information, make decisions, and communicate with others without referring to the human resource department each time (Kaur, 2021).

Globally the banking industry is under pressure to concurrently improve the customer experience, meet intense regulative requirements and reduce costs of doing business (Kumar, & Balaramachandran, 2018). By virtue of human capital as a main source for productivity and competitive advantage (Malik, 2019), organizations must consider the critical role of human resource practices and make every effort to develop and sustain this capital. Furthermore, HR practices are significant for improving employee's performance and enhancing the achievement of organizational goals (Manzoor, Wei, Bányai, Nurunnabi, & Subhan, 2019)..

In the wake of globalization and IT revolution, competition has become even stiffer, both for-profit and nonprofit organizations. The domestic markets have become depleted, and most organizations are seeking new markets in the emerging economies. Nigerian banking industry has to compete in the global market and one way is to compete by employing the best human resource practices (Alserhan, & Shbail, 2020). This study sought to establish the relationship between e-HRM and performance of selecetd Deposit Money Banks, DMBs in Gombe State, Nigeria.

The study would provide answers to the following research questions:

i. What is the relationship between e-Training and Development and performance of selected deposit money banks in Gombe State?
ii. What is the relationship between e-Compensation and performance of selected deposit money banks in Gombe State?
iii. What is the relationship between e-Performance Appraisal and performance of selected deposit money banks in Gombe State?

LITERATURE REVIEW

Theoretical Framework

Ability, Motivation and Opportunity (AMO) Theory

Ability, Motivation and Opportunity (AMO) Theory was initially proposed by Bailey (1993), The AMO framework posits that ensuring that employees are willing to perform better that what is the minimum requirement of them they needed three components: they had to have the necessary skills, they needed befitting motivation and employers had to offer them the opportunity to be involved in decision making (Appelbaum, Bailey, Berg & Kalleberg, 2000). Theoretical and empirical work in the field of HRM (Purcell at al., 2003) suggests that according to the AMO view the HRM system of employee's "ability to perform" influences their "skills" , the HRM system of employee's "motivation to perform" influences their "attitudes" and the HRM system of employee's "opportunity to perform" influences their "behaviour" (retention, presence).

Since its emergence the AMO framework (Appelbaum et al., 2000; Boxall & Purcell, 2003) has been generally accepted for explaining the link between human resources management and performance. As a matter of fact many of the articles published after the year 2000 that explore the linkage between HRM and performance use this theoretical framework either explicitly or implicitly (Boselie, Dietz & Boon, 2005). Thus the research found it useful to explain the relationship between HRM practices and performance of employees since the earlier studies done based on this theory have encompassed either some or all the four HRM practices including recruitment and selection, training and development, performance management systems and organizational communication.

Concept of Performance

Organizational performance as a concept suffers from problems of conceptual clarifications. The term performance is often used indiscriminately to describe everything from efficiency, effectiveness to improvement. Organizational performance is related to defining and achieving specific goals (Kimhi, & Oliel, 2019). Organization performance is a multidimensional construct operationalized by a variety of financial measures (which include sales, value of net assets and profit) and non-financial measures which include number of workers, market share and overall customer satisfaction (Adubasim & Odunayo 2019).

Lencho, (2020) defines organization performance asan indicator and progressive achievement of tangible, specific, measurable, worthwhile and personally meaningful goals. According to

Ocampo, Acedillo, Bacunador, Balo, Lagdameo, and Tupa, (2018), the term performance has to do with those behaviours or actions which are regarded relevant to those goals of the said organisation in question. They further argue that performance itself cannot be said to be the outcome itself, consequences or the result of behaviors or action, rather can be said to be the action itself. Thus they argued that performance tends to be multidimensional, a situation whereby for any specific-type of job, there tends to be a number of substantive performance components that are distinguished in terms of their inter correlations and patterns on co-variation with other variables. However, there is no one definition of organisational performance.

Organizational performance involves the recurring activities to establish organizational goals, monitor progress towards the goals, and make adjustments to achieve those goals more effectively and efficiently (Adubasim, Unaam, & Ejo-Orusa, 2018). Organizational performance is an important construct in leadership that determines how to manage organizations. Previous literature reviews reveal that organizational performance is a multidimensional concept that reflects the heterogeneous nature, circumstances and objectives of organizations at a given period. This compelled Kirby (2005) to maintain that the definition and meaning of organizational performance is an open subject for further inquiry.

Concept of e-Human Resources Management, e-HRM

The term e-HRM is combination of two words. First 'e' stands for electronic while term HRM can be defined as "the efficient and effective utilization of Human Resources in order to achieve goals of an organization" (Nanayakkara, 2020). E-HRM can be well-defined as the effective utilization of HR functions via network or internet medium which are associated with organizations common goals and objectives (Johnson, Stone, & Lukaszewski, 2020). So with the fast moving technology and evaluation of IT industry HRM is now moving towards more electronic human resource management (Mishra, 2010). There were number of definitions regarding the e-HRM and research studies showed that e-HRM mutually related with HRIS, Virtual HRM, Web based HRM and internet based HRM (Ziebell, Albors-Garrigos, Schoeneberg, & Marin, 2019).

Jayabalan, Makhbul, Selvanathan, Subramaniam, Nair, and Perumal, (2020) indicated that HRIS is only used to acquire, store, capture, analyze and distribute its information about human resources. With this definition concept of E-HRM and HRIS appeared to be a two different concepts where the difference was the vastness and the out stretch of E-HRM (Florkowski, 2018). According to the definitions of Ravarini, and Martinez, (2019), e-HRM is synchronizing HR functions using internet. With this statement many argued that e-HRM is some kind of a supporting service that helps organizations HR administrative process to run smoothly (Rahman, Mordi, & Nwagbara, 2018). However with all these vice versa Tataru, (2019) specified that, "e-HRM could be narrowly defined as the administrative support of the HR function in organizations by using Internet technology". Later there were so many definitions added to the e-HRM and most of them were very similar to each other. Myllymäki, (2021) defined e-HRM as doing HRM activities via internet. Also according to their studies they found that "e" part is the reflection of electronic which means e-HRM is reflection of online HR. Online HR provides real-time information to the owners, managers and employees anywhere, anytime. According to Al-Harazneh, and Sila, (2021), e-HRM is implementing HR strategies, policies and practices based on web based technology. With the evaluation of HR from personnel administration to digitalization, most of the HR functions are now cloud based (Tataru, 2019). With the digitalization of HRM, HR functions were moved from manual work to internet based (e-based) work.

Empirical Literature Review

In the last five years, several research studies on e-HRM have been published in all parts of the world. Most of the locally published research studies on e-HRM focused on its impact on organizational performance and organizational development. In this section, the researcher samples previous research studies on e-HRM that are strictly related to the topic of study. A study by Imran, Memon, Talreja, and Bhutto, (2021) focusing on impact of E-HRM on performance of nonprofit organization noted significant impact on organizations. Whereas the organization success in their performance and competitive edge were some of the impacts noted in this study, the study also showed statistically significant relationship between e-HRM and organizational performance in terms of productivity, efficiency and effectiveness. Colbran, Ramsden, Stagnitti, and Toumbourou, (2019) indicated that these organizational performances were essential indicators of success of non-profit organizations. However, the study did not focus on humanitarian organizations such as University of Maryland Programs.

Another study conducted by Obama, Keino, Kyongo, Muriithi, and Amata, (2020) among Mexican NGOs implementing e-HRM aiming at finding out the impact of the E-HRM tools on organizational performance and gaining global competitiveness found that the organizations in this sector were able to be more flexible in responding to changes in the stakeholder needs and were even able to achieve their strategic goals more effectively. However, this study did not show the different specific E-HRM practices that are implemented by these NGOs.

A study conducted by Berber, Đorđević, and Milanović, (2018) on the impact of the Electronic Human Resource Management (e-HRM) application on Organizational Performance, concluded that E-HRM plays a pivotal role in the employee motivation to ensure that all employees complete their tasks as schedules leading to quality delivery of services, which in turn increases customer satisfaction and retention. It also established that E-HRM application has a positive impact on organizational efficiency whereby the responsibility of implementing e-HRM is shared between HR staff, employees and managers. However it did not address the fact that EHRM applications enhances organizational performance and the performance measures used in the current study were not included in the empirical study by Obama, et al, (2020).

A study conducted by Iqbal, Ahmad, Raziq, and Borini, (2019) on the impact of electronic human resource management system on organizational performance concluded that E-HRM system is extensively used in both public and private banks and that it increases the efficiency and effectiveness of the HR department in the banking sectors. However the study did address the fact that E-HRM enhances organizational performance. A study conducted by Yong, Yusliza, Ramayah, Chiappetta Jabbour, Sehnem, and Mani, (2020) on the influence Human Resource Management on performance of a manufacturing industry found that manufacturing companies pursuing best Human Resource Management practices accomplish higher performance through the interface of these practices with Knowledge Management and organizational learning capability and the conception of OC. However the study did not investigate the need of EHRM to perform these functions better.

A study conducted by Nguti, and Mose, (2021) on the outcomes of Electronic Human Resource Management on organizational performance in the leading firms in Turkey concluded that E-HRM manage time, reduces administration costs and also efficient to access personal data. Electronic Human Resource Management condensed organizational expenses, improved better and quicker communication between manger and employees reduced the considering time for Electronic Human Resource usage in institutions. However the study did not address the fact that EHRM contribute to organizational performance. A study conducted by Hamid, Muzamil, and Shah, (2022) on the influence of Electronic Human Resource Management on Human Resource managers concluded that Electronic Human Resource Management has strategized Human Resource Management to four functions; responsibility of Change Agent, Employee Champion, Strategic Partner, and Administrative Expert in order. However the study did not align E-HRM to overall organizational performance.

A study conducted by Fan, Zhu, Huang, and Kumar, (2021) on Electronic Human Resource Management commencement using perception maps to illustrate the relation between Human Resource Management and IT through time in Iran University of Science and Technology established that the influence of the Electronic Human Resource Management field provides a holistic and clear understanding by addressing all the related phenomena concerning Electronic Human Resource Management. It can also help forecast and overcome the difficulties that might happen during institutionalization. However, the study did not align E-HRM to organizational performance.

A study conducted by Ahmed, (2019) on the effects of Electronic Human Resource Management on organizational performance concluded that E-HRM is a potential solution and that it enables Human Resource sections to analyze and store data to increase workforce data flows, to devolve many tedious administrative and compliance roles. However the study did not address the fact that E-HRM effect organizational performance. According to a study conducted by Rahman, Mordi, and Nwagbara, (2018) on e-HRM on an empirical study in Indian organizations established that private organizations have successfully implemented e-HRM practices compared. However, the study did not investigate whether the e-HRM practices implemented has marked positive changes in the industry.

It is evident that most of these studies were no done in Africa let alone Nigeria. Hence the need to carry out this study among DMBs in Gombe State, Nigeria. The study would be guided by the following hypothesis:

HO_1: There is no significant relationship between e-Training and Development and performance of selected deposit money banks in Gombe State.

HO_2: There is no significant relationship between e-Compensation and performance of selected deposit money banks in Gombe State.

HO_3: There is no significant relationship between e-Performance Appraisal and performance of selected deposit money banks in Gombe State.

METHODOLOGY

The study adopted the cross-sectional survey method in the generation of data. The target population of the study is the entire staff of Selected DMBs (Access-37, Unity-28, Union-45 and Stanbic-27) in Gombe State making a total of one hundred and thirty seven employees. The sample size was obtained using the Krejcie and Morgan (1970) table for determining minimum returned sample size for a given population. For our population, the table placed our sample size at ninety four (94). The sampling procedure to be used in this study is the purposive sampling technique which focused on managers, supervisors and staff. Descriptive statistics and Spearman's rank correlation were used for data analysis and hypothesis testing with the aid of the SPSS Package version 23.

Table 1. Reliability statistics for the instruments

S/No	Dimensions/Measures of the study variable	Number of items	Number of cases	Cronbach's Alpha
1	e-Training	4	76	0.882
2	e-Compensation	4	76	0.795
3	e-Performance Appraisal	4	76	0.934
4	Performance	4	76	0.874

Source: Research Data, 2022

Results and Discussions

Bivariate Analysis

The secondary data analysis was carried out using the Spearman rank order correlation tool at a 95% confidence interval. Specifically, the tests cover hypotheses Ho_1, Ho_2 and Ho_3 which were bivariate and all stated in the null form. We have relied on the Spearman Rank (*rho)* statistic to undertake the analysis. The 0.05 significance level is adopted as criterion for the probability of either accepting the null hypotheses at ($p>0.05$) or rejecting the null hypotheses at ($p<0.05$).

Table 2: Correlation Matrix showing relationship between e-HRM and Performance

			Performance	e-Training	e-Compensation	e-Performance Appraisal
Spearman's rho	Performance	Correlation Coefficient	1.000	.697**	.902**	.722**
		Sig. (2-tailed)	.	.000	.000	.000
		N	76	76	76	76
	e-Training	Correlation Coefficient	.697**	1.000	.387**	.406**
		Sig. (2-tailed)	.000	.	.002	.001
		N	76	76	76	76
	e-Compensation	Correlation Coefficient	.902**	.387**	1.000	.674**
		Sig. (2-tailed)	.000	.002	.	.000
		N	76	76	76	76
	e-Performance Appraisal	Correlation Coefficient	.722**	.406**	.674**	1.000
		Sig. (2-tailed)	.000	.001	.000	.
		N	76	76	76	76

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Research Data, 2022 (SPSS output, version 23.0)

The table above illustrates the test for the three previously postulated bivariate hypothetical statements.

HO1: There is no significant relationship between e-Training and Development and performance of selected deposit money banks in Gombe State.

The correlation coefficient coefficient 0.697 shows that there is a strong and positive relationship between E-Training and Development and performance. The p value 0.000<0.05 indicates that the relationship is significant. Therefore, the null hypothesis is hereby rejected and the alternate upheld. Thus, there is a significant relationship between e-Training and Development and performance of selected deposit money banks in Gombe State.

HO2: There is no significant relationship between e-Compensation and performance of selected deposit money banks in Gombe State.

The correlation coefficient coefficient 0.902 shows that there is a strong and positive relationship between E-Compensation and performance. The p value 0.000<0.05 indicates that the relationship is significant. Therefore, the null hypothesis is hereby rejected and the alternate upheld. Thus, there is a significant relationship between e-Compensation and performance of selected deposit money banks in Gombe State.

HO3: There is no significant relationship between e-Performance Appraisal and performance of selected deposit money banks in Gombe State.

The correlation coefficient coefficient 0.722 shows that there is a strong and positive relationship between E-Performance Appraisal and performance. The p value 0.000<0.05 indicates that the relationship is significant. Therefore, the null hypothesis is hereby rejected and the alternate upheld. Thus, there is a significant relationship between e-Performance Appraisal and performance of selected deposit money banks in Gombe State.

Discussion of Findings

The findings revealed a strong and positive significant relationship between e-HRM and performance using the Spearman's rank order correlation tool and at a 95% confidence interval. The findings of this study confirmed that e-HRM (e-training, e-compensation and e-performance appraisal) has a significant positive relationship with performance. This finding supports the views of Carnevale, and Hatak, (2020) on human resource management in virtual organizations. He found that there is a relationship between E-HRM and efficiency of organizations when it comes to team management and their performance management. E-HRM provides avenues where each member of the teams and each team can access information upon request, what is required of them and how they can achieve that and reward systems that are set by management. This allows employees to get it right the first time without repetitions repeating tasks and this is important when it comes to increasing the competitive advantage of the organization.

Similarly, Al-Hawary, et al (2020) studied E-human resources management managing knowledge people" states that customer satisfaction is very important, which is the primary source for this is how the organization be able to manage their operations in order to ensure that they are smooth and allow high-quality products and services. E- HRM played a great role in ensuring that each individual and teams perform their tasks as required. Therefore, the organization is able to ensure quality, and this is the quality of customer's satisfaction and this is important in customer retention. E-HRM has a unique role in doing profiling customers and employees can use this information in performing their tasks and to ensure that meet customer requirements.

Furthermore, Škudienė, Vezeliene, and Stangej, (2020) posited that E-HRM helps to eliminate a lot of the administrative burden and makes managers and staff focus on more important tasks. This not only reduces cost but also enhance employee satisfaction and financial performance. In the same vein, Adewoye, and Olugbenga, (2018) pointed out that E-HRM can help to moderate the working relationship. Changing labor market, such as in supply shortage, individualization and higher educational level, and causes the transfer of power from the employer to the employee. The progress of E-HRM and better service to employees who are internal clients increases employee satisfaction and commitment.

Shamout, Elayan, Rawashdeh, Kurdi, and Alshurideh, (2022) examined the contribution of E-HRM to HRM effectiveness and they found that individual assessment of E-HRM application affects HRM technical and strategic effectiveness. This is especially so in the perceived quality of the content and the structure of E-HRM application which have a significant and positive effect on technical and strategic HRM effectiveness. They also discovered that the basic expectations are that using E-HRM will reduce costs, will enhance the HR service level and will supply the HR department space to become a strategic partner. In like manner, the current finding corroborates with Echaaobari, S. G., Ihunda and Adim (2018) whose study found that there is a significant relationship between collaboration strategy and employee performance in oil producing companies in Port Harcourt, Nigeria.

Conclusion and Recommendation

The purpose of the study was to examining the relationship between e-HRM and performance of DMBs in Gombe state. The study sought to provide answers to three key research question which included: what is the relationship between e-training and development and performance of selected deposit money banks in Gombe State, what is the relationship between e-compensation and performance of selected deposit money banks in Gombe State? And what is the relationship between e-performance appraisal and performance of selected deposit money banks in Gombe State?

The data collected where a total of 76 out of 94 responses and analyzed using SPSS version 23. With regard to the first research question, the study found that e-training and development had a significant relationship performance. Likewise, the second question also showed that e-compensation had a significant relationship performance. Furthermore, the answers to the third research question showed that e- performance appraisal had a significant relationship performance. The implementation of e-training and development, e-compensation and e-performance appraisal has a significant influence on performance. The study thus conclude that e-HRM has a significant relationship with performance.

The study recommended that

i. DMBs should facilitate access to e-training for staff and reduce any barriers related to access to training courses electronically. Similarly, the e-training should be linked with the results of the performance evaluation which determines the strength or weaknesses of the process. More efforts should be undertaken by DMBs to encourage staff to participate in training programs related to the use of E-HRM applications.
ii. To improve e-compensation in DMBs, technology should be used to provide integrated and adequate information about the compensation. As a result, there will be less need for referral to the HR staff asking for information or clarification. In the same vain, DMBs should prepare and issue leaflets on compensation system, to explain the compensation and benefits for staff.
iii. To increase e-performance appraisal in these DMBs, improve communication regarding the timing of performance appraisal should be part of organizational goals. This is beside Improving employees ability to access information on performance appraisal

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Effect of Strategic Labour Unionism on Workers Welfare in Enugu State Public Service

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Abstract: *This study is titled "Effect of Strategic Labour Unionism on Workers Welfare in Enugu State Public Service. The researcher sought to ascertain the extent to which labour unionism has guaranteed job security for workers in Enugu State; determine the extent to which workers unions have assisted to ensure timely promotion of workers in Enugu State; investigate the contributions of workers unions on regular provision of training programmes for workers in Enugu State; and ascertain the extent to which effective labour unionism has assured timely payment of pension and gratuities to retirees in Enugu State. Plurarism theory propounded by Flanders and Fox (1970) was used as the theoretical framework of the study. Secondary sources of data collection were utilized. Materials generated were analyzed contextually. The outcome of the study showed that effective unionism is lacking in Enugu State from 2015 till date consequent upon the harsh political environment under which unions operate in the state. Hence, Welfare of workers such as job security, timely promotion with commensurate financial benefits, regular training programmes and pension and gratuities benefits are hardly provided as and when due. All these have resulted to poverty, hunger, lack of interests to assigned responsibilities, etc among workers across government establishments in Enugu State. The researcher recommended among other things that labour unions in Enugu State should persuade government institutions in the state to ensure adequate provision of workers welfare in order to improve the socio-economic wellbeing of the workers toward higher performance in the organizations; unions should seek redress in industrial court with regards to any infringement on the rights of any worker in the state as this has yielded result in the past.*

Key words: *Labour, Labour Union, Workers' Welfare*

Introduction

Globally, workers form unions to enable them determine and pursue their common interests. Odey and Young (2008) cited in Stephen and Emeka (2014) defined trade or labour unions as permanent and continuing democratic organization voluntarily created by workers to protect themselves at their work place and to improve their working conditions through collective bargaining, membership and education, political lobbying and campaigning etc, and to provide an effective means of expressing workers views on societal problem. Labour unionism is a trade union organizing method through which all workers in the same industry are organized into the same union regardless of skill or trade, thus giving workers in one industry or in all industries, more leverage in bargaining and strike situations (Wikipedia, 2020). It is a part of a wider concept of the labour movement- which consists of several more or less intimately related organizations such as labour parties, worker's mutual insurance organization, producer's and consumer's cooperatives by way of improving the material, cultural and social status of their members. The actual operation of union activities and persistent struggle for the welfare of workers constitutes the central issues in labour unionism.

Unionism is therefore said to be effective when it promotes peace and unity among members. Effective unionism projects and promotes members at all times. It entails unionism that adheres to internal democracy, where members are recognized as parties in progress and where equity, fairness and justice prevail. It connotes leadership that is devoid of rancor, bribery and corruption; and where union executives are committed to the welfare of the workers as their primary concern. Above all, effective unionism determines and pursues the welfare of members in order to improve their socio-economic well being.

Over the years, workers welfare tops the primary goals of labour unionism. The Encyclopedia of social sciences quoted in Dushar (2019) defines welfare as “the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the market”. So, the term welfare refers to all facilities and comforts given by the employer to employees as may be required by the law, the customs of the industry and the conditions of the market, apart from wages, salaries and incentives. Among other things employee welfare includes job security, promotion, regular training, housing, medical and educational facilities, facilities for rest and recreation, day nurseries and crèches, insurance measures leave/holidays with pay undertaken voluntarily by the employers, and would also include schemes like provident fund, gratuity, and pension, etc.

However, in contemporary labour management relations, welfare packages are backed up by laws and conditions of service because of their importance to employee job performance on one hand and the overall performance of the organization on the other hand. For instance, Section 173 (1) of the 1999 Constitution of the Federal Republic of Nigeria, as amended provides that ‘the right of a person in the public service of the federation to receive pension or gratuity shall be regulated by law”. The Nigerian labour laws, Training ITF ACT, Cap 19, LFN 2004, as amended by the Industrial Training Amendment Act, 2011 (the “ITF ACT”) establishes the Training Fund (the ITF). The purpose of the ITF is to promote the acquisition of relevant skills in industry or commerce with a view to generating a pool of indigenous manpower to satisfy the needs of the economy (Banwo and Ighodalo, 2018).

Scholars such as Dursha (2019) and Ugo and Sebastine (2020) among other things state that the objectives of employee welfare include to: enhance the level of morale of employees; create loyally contended workforce in organization; develop positive attitude towards job, company and management, and retain skilled and talented workers.

Historically, unionism and workers welfare in Enugu State can hardly be discussed without tracing its origin in Nigeria. As early as 1861 when the Lagos colony was formally declared a British colony and the consequent replacement of the trade in slave with the “legitimate Trade” an urban labour force was created. The new exports of palm produce and imports of manufactured goods and the creation of large-scale public works in the Lagos colony necessitated a corresponding work force. The increase in the labour force in Lagos in the late 19th century brought with it several disputes between the workers and the colonial government which was the largest employer of labour during this period. One of the fall outs of such labour disputes was the Lagos strike of 1897 (Hopikins, 1966; Nwoko, 2009).

Skilled European workers, who arrived during the later decades of the nineteenth century to work in the new railways, mines and factories, or government servants, seemed to have brought the idea of trade unions into Africa. Consequently, in 1912 the Civil Service Union was formed. After this emerged the Nigerian Mechanic Union, etc. According to Collins (2013), as at 1919, labour unionism in Nigeria was very young and still an infant such that people or workers did not attach any significant importance to it with respect to their work or jobs.

However, on assumption of legal existence through the enactment of Trade Union Organization Act 1938 which permits workers to form a union that will influence as well as protect their rights and interest at any given level, workers eyes "became opened" as well as that of the employers who saw the workers as parties in progress rather than mere labourers that can be hired and fired at any given point in time without any fear or contradiction. The legal status so assumed by labour unions from such an enactment, conferred onto it, the right to have collective bargaining with their employers with respect to any issue that has to do with the workers interest and the work in general" (Tayo, 1980; Collins, 2009).

The above background led to the formation of other unions such as the Nigeria labour congress (NLC), the Academic Staff Union of Universities (ASUU), the Nigeria Union of Local Government Employees (NULGE), the Nigeria Bar Association (NBA), the Senior Staff Association of Nigeria universities (SSANU), to mention just few. The activities of the trade unions, under the umbrella of the Nigeria labour congress (NLC) for several years contributed to the reversal of government harsh policies and actions. NLC plays social, economic and political roles not only to the working class but to all Nigerians both the employed and unemployed (Okoroafor, 2013; Okechukwu, 2016). Like its counterparts in different parts of the world, the Nigeria labour unions movement had a glorious past, a past characterized by robust struggles and principled opposition to state policies that are inimical to the interests of the working class. It is also a past that was characterized by conscious efforts at mobilizing the rank and file members as a bulwark against state repression which also witnessed the building of alliances between trade union movement and various organizations within larger labour movement.

Contrary to what is used to be, Alaribe (2013) in Ugo and Sebastine (2020) observed that since the transition to democracy in Nigeria in 1999, the emerging union leaders went to sleep and decided to align themselves with the corrupt ruling elites by playing games on the intelligence of most Nigeria working class through their unconventional ways of deceiving their rank-and-file memberships. They are only interested in their selfish interests without considering the interest of the workers they represent.

In Enugu State, the birth of unionism can be traced in concomitant with the creation of the state in 1991. Some of such unions that exist in the state such as ASUU, NULGE, SSANU, NBA, NMA, etc. drew their origin from their mother national bodies from where state branches and chapters were spread across the thirty six (36) states of the federation. Before 2015, welfare of workers such as job security, promotion as when due, timely pension and gratuities, regular training among others were relatively taken care of despite the fact that the demands of the workers were never met without serious struggles with the employers. However, since 2015 till date, there seems to be blatant disregard of labour laws and condition of service of workers by the state government which is the highest employer of labour in the state. Workers welfare in Enugu State is an issue that requires critical evaluation and thought in view of frequent and unending battles between the state government and labour unions. Rather than better condition of service, welfare packages and effective bargaining to improve the socio-economic status of workers across government establishments in the state, each time the unions plan or embarked on industrial action they seem to be visited with sack threats, maltreatment, harassment, intimidation, , arrests of union leaders, beating of union executives, maiming some active members, unlawful stoppage of salary, kidnapping of vocal union leaders, salary cuts and denial of workers minimum wage that is due to workers etc. Workers in the state especially in the Enugu State University still receive 80% of their salary without a justification for that.

In view of the above, the effectiveness of the labour unions towards securing welfare of their members in Enugu State calls for an inquiry of this nature in view of the precarious socio-economic conditions under which workers carry out their duties in the state. It is based on the above backdrop that the study became imperative.

Statement of the Problem

There seems to exist a significant relationship between effective unionism and workers welfare. Among other things, the essence of establishing workers union is to secure better terms and conditions of employment from employers or state; make and promote demands by agitations, strikes or otherwise in order to ensure that the agreed terms of employment are not eroded; check the excesses of employers and provide workers with a measure of collective strength, ensure job security by making sure that workers are not arbitrary removed from office against the established rules, ensure that promotion comes as and when due, timely provision of pension benefits, etc.

However, in Enugu State and other institutions in Enugu State, unionisms seem to be visited with threats, intimidations and arrest of union leaders. Across the labour unions in Enugu State, such as the Academic Staff Union of Universities (ASUU), Senior Staff Association of Nigeria Universities, (SSANU), Enugu State Chapter, NULGE etc, maltreatment of union leaders and excos seem to undermine effective unionism. Hence, workers welfare is hardly given the desired attention from 2015 till date. Promotion of workers in Enugu State hardly comes as when due. Promotion is viewed as a privilege and not a right of a worker by the government and management of government establishments despite the fact the issue of promotion is clearly stated in the condition of service. Staff members who are lucky to be promoted after long years of waiting are told that it does not have financial effect but notional effect. It is injustice and in human treatment to deny anybody his or her entitlements. This manifests most in the university in the Enugu State University, and contrary to the part II (2&3) of the Enugu State University Regulations Governing the Conditions of Service for Senior Staff which state thus:

> Staff appraisal shall have positive effect in incentives such as commendations… Promotion or advancement shall be based on merit such as qualifications, efficiency, experience and conduct and shall be awarded in recognition thereof. Any employee recommended for promotion to higher post must possess the qualifications and experience required for that post as shown in the career ladder or as may from time to time be determined by the council.

Despite these provisions, those who are qualified and due for promotion seem to be denied of their right of promotion. And this seems to become as unions who are supposed press home the demands of the workers seem to be handicapped.

Pensions and gratuities which haveare part of welfare packages of the employees are seemingly treated with levity despite the fact that they are contained in the condition of service for workers across the state. Pensioners are owed arrears of pension benefits.

This appears to de-motivate those who are still in active service of the state University. Section 12.1 (1) of the Regulations Governing the conditions of service for senior staff in Enugu State states that:

> Every member of staff who is appointed to an established post and holding appointment on tenure confirmed to retiring age shall be entitled, on retirement, to all financial benefit in accordance with the federal government and for state government pension scheme for public servants.

This is hardly the case in the university and other government establishments across the state. Workers and retirees suffer and die without their entitlements. Retirements benefits such as pensions and gratuities are erroneously viewed as privileged and not workers rights. By doing so, welfare of workers remains in shamble and the aftermath is unending hunger and ailments such as strokes, diabetes and blindness due to harsh economic conditions in which workers usually retire with in Enugu State.

It is also worrisome that staff training in the state is yet to be accorded the needed attention. Where training is provided, it is hardly based on training needs. Coupled with the foregoing, is that job security across government establishments in Enugu State is not guaranteed. Workers are threatened often with sack when they demand for their entailments. Those in the university are the worst hit who receives amputated salaries.

The labour unions in the state seem to be handicapped in the face of intimidation and suppression tendencies of the state government towards the welfare of workers in the state.

Objectives of the Study

The broad objective of the study is to determine the effect of labour unionism on provision of workers welfare in Enugu State. The specific objectives are to:

i. Ascertain the extent to which labour unionism has guaranteed job security for workers in Enugu State.
ii. Determine the extent to which workers unions have guaranteed timely promotion of workers in Enugu State.
iii. Investigate the contributions of workers unions on regular provision of training programmes for workers in Enugu State.
iv. Ascertain the extent to which labour unionism has assured timely payment of pension to retirees in Enugu State.

Theoretical Framework

The researcher adopted pluralism theory founded by Flanders and Fox in 1970, as the theoretical framework analysis. The theory assumes that different interests and interest groups exist in the work place. For instance, the employers and their association, interest is higher productivity and loyalty etc. Employees and their unions' expect higher pay and job security, whereas the government and its various agencies look for more taxes and industrial peace for economic growth and development. And, the above interests are always opposed to each other thereby creating perpetual conflict of interest in this tripartite relationship in the industrial relation system. Such differences are responsible for the divergent orientations in economic, political, ideological, religious, racial, ethnic, gender and values among the members of work community, each of these groups tries to seek domination by mounting pressure on appropriate authorities that are instrumental to the realization of these goals and where and when necessary resort to compromise. The primary objective of this theory is to try and resolve the conflicts arising within and between the different interest sub-groups on continuous basis. In the pluralistic point of view, organisations are seen as coalitions of competing interests where the role of management is to mediate amongst the different interest groups again; trade unions are legitimate representatives of employee interests, and most importantly stability in industrial relations as the product of concessions and compromises between management and unions. Legitimacy of the management's authority is not automatically accepted, rather conflicts between the management and workers is understood as inevitable and workers join unions to protect their interests and to influence decision making by the management. Therefore, unions balance the power between the management and employees. This theory is of the view that strong union is not only desirable but necessary, and it further advocates collective bargaining in resolving industrial conflict. This theory has been able to find out why there is crisis in trade unionism which makes it difficult for effective unionism to determine the welfare of workers in Enugu State.

The relevance of the theory to the study is based on the fact conflict is bound to occur in the work place since different groups exist in the work place and pursue divergent interests. The ability of the labour unions, management, government and other relevant stakeholders to harmonize such interests towards the accomplishment of common goal is the beauty of effective collective bargaining. Pluralism sees modern organizations as entities that are plural in nature with people from diverse works of life and distinct interests that most be managed efficiently to realize the organizational goals. It therefore, takes effective unionism to make sure that those interests relating to the welfare of workers are secured. Government and management of government establishments in Enugu State ought to union struggles as efforts that targeted not only on the welfare of workers, but as a way towards motivating the work force to enhance their performance and the overall productivity of the organization.

Conceptual Review

The Concept of Labour Unionism

Labour unionism has been seen over the years as one of the most common and popular feature of every organizations workforce, which seeks to project the rights and interest of labour (employees) from arbitrary economic exploitation and the abuse of dignity of labour by the management (employers) (Otobo, 1986; Collins, 2013). It is therefore seen as a fundamental tool and instrument used by workers in organizations to seek understanding as well as to influence management decisions that could be detrimental or contrary to the terms and the contract of agreement. Collins (2013) in Obiekwe and Obibhunun (2019) sees labour union as an association of workers, which consists of representatives that mediate between the workers and their employer in order to avoid any unfair treatment that could be meted on them by the employers and conversely ensure commitment to work by its members in a way that will result in high level of productivity and organization efficiency in general. It also refers to organized groupings of workers that relate with employers on various issues concerned with the condition of employment of their members (Adefoloju, 2013).

The Nigerian trade union Act of 1973 cited in Obiekwe and Obibhunun (2019) defines it as;

> Any combination of workers or employee whether temporary or permanent, the purpose of which is to regulate the terms and

> conditions of employment of workers whether the combination by any reason of its purpose being in restraint of trade and whether its purpose do or do not exist include the provision of benefits to members".

Oviegbara (2001) observed that the two significant criteria of this definition for determining whether an association is a trade union are: the combination must be workers or employers and, that it must have proper purpose, which is that of regulating the terms and conditions of employment of workers. Labour union is also seen as organization whose membership consists of wage earners and union leaders, who are united to promote and pursue their common interest and welfare, and regulate terms and conditions of their employment through collective bargaining and consultations with employers. Labour union is an organization of workers formed to protect the rights and interests of its members. It could also be defined as an organization of workers formed for the purpose of advancing its members interests in respect to wages, benefits and working conditions (Omeje and Ogbu, 2019).

Objectives of Labour Unionism

The principal objective of labour union according to Obiekwe and Obibhunun (2019) is the regulation of the terms and conditions of employment of workers and to present a collective and strong and united front in collective bargaining activity. In other words, trade union. Objectives are to fight for the interest of all her members in matters relating to terms and conditions of employment in the industrial settings. In addition, other objectives of trade unions are to regulate relations between its members (workers) and the employers, raise new demands of better condition of work on behalf of its members, and to help in industrial grievance and between members and their respective organizations. In fighting for the interest of its members, a trade union seek to optimize the working conditions at the workplace and guarantees a job security, protection of members against inhumane, unjust and unfair treatment from management.

The overall objectives of labour unionism was apply captured by Yesufu (1984) in Ugo and Sebastine (2020) who observed that the essence of labour unions is to;

i. Equalize the strength between workers and employers in matters of collective bargaining.
ii. Secure better terms and conditions of employment from employers or the state.
iii. Make demand and promote the demands by agitation, strikes or otherwise in order to ensure that the agreed terms of employment are not eroded.
iv. Attempt to create the permanent or continuous existence of the trade unions.
v. Protect workers from humiliating jobs/unfair treatment by employers.
vi. Provide collective identity to workers (solidarity) and (comradeship).
vii. Act as influencing agent to government policies affecting workers adversely.
viii. Act as a vehicle for revolutionary social and economic transformation of the society.
ix. Join hand with other groups in the society to advance the economic development in the larger society.
x. Check the excesses of employers and provide workers with a measure of collective strength.

Conceptualizing Employee Welfare

Employee welfare is a critical component of human resource management tool which is used to motivate workers towards high level productivity in the organization. The International Labour Organisation (ILO), (2010) observed that employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in health and peaceful surroundings and to avail of facilities which improve their health and bring high morale. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above wages. Bharathi and Padmaja (2018) note that employee welfare refers to taking care of well-being of workers by employers, trade unions and governmental and non-governmental agencies. Recognizing the unique place of the worker in the society and doing good for him/her, retaining and motivating employees, minimizing social evils, and building up the local reputation of the company are the arguments in favour of employee welfare. Welfare is a desirable state of existence involving physical, mental, moral and emotional well-being.
Welfare is a positive concept. In order to establish minimum acceptable conditions of existence, biologically and socially welfare is imperative. The positive nature calls for the setting up of the minimum desirable necessary for certain components of welfare such as health, food, clothing, housing, medical assistance, insurance, education, recreation and so on. Welfare helps to keep the moral and motivation of the employees for longer duration. The welfare measures need not to be in monetary terms only but in any form. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Labour or employee welfare entails all those activities of employees which are directed towards providing the employees with certain facilities and services in addition to wages and salaries (Deepti, 2018).

Objectives of Employee Welfare

Scholars such as Ganesh (2020), Bharathi and Padmaja (2018), and Dushar (2019) aptly stated that the essence of employee welfare is to:

i. Provide better life and health to workers
ii. Make workers happy and satisfied.
iii. Relieve workers from industrial fatigue and to improve intellectual, culture and material condition of living of the workers.
iv. Influence the sentiment of the workers and helps to maintain industrial peace. When the employee feels that the employer and the government are interested in his/her day-to-day life he/she feels happy about the working conditions.
v. Improve the mental and moral health of the worker by minimizing the incidents of social evil of industrialization. Working in a bad environment pushes a worker into vices like drinking, gambling and prostitution. Healthy surroundings created force against such vices.
vi. Helps to improve good will and reputation of the organization.
vii. Control labour – turnover and absenteeism.

As welfare work improves conditions of work and life of the employees, the worker becomes happy and contended with his/her work. This may likely reduce his/her desire to take leave unnecessarily and tend to reduce absenteeism in the organization.

Components of Employee Welfare

Employee welfare whether statutory, voluntary or mutual has some identifiable components. These include job security, timely promotion of workers, regular provision of training programmes to keep the workers in tune with the dynamic working environment, pension etc. According to Deepti (2018), these benefits include pension plans, leave, insurance, health care plans, food services, education, expenses and social activities, etc. To Dushar (2019), employee welfare activities include medical activities, canteen facilities, housing facilities, transport facilities, sports and recreation facilities, advances and easy loan facilities, death/funeral facilities, thrift facilities, education facilities, legal and other facilities.

Some of these welfare packages are briefly discussed here as key variables of the objectives of the study.

i. **Job Security**

Job security constitutes one of the ways through which employers make sure that employees commitment to the goals and objectives of the organization are rewarded. The term is understood as the state of knowing that ones's job is secure and that one is unlikely to be dismissed or made redundant (Shouvick, Mohammed & Zainab, 20018). Job security is seen as an employee's assurance or confidence that they will keep their current job. Abolade (2018) observed that job security for an employee is that he/her job is not threatened and that the individual will be on the job as long as the individual wants with no reasons whether objective or subjective that he/she might lose the job. The goal of job security is to increase the level of reassurance of the employee on his/her future career and ending all forms of worry for the future. Job security serves as motivation to employees in the organization.

ii. **Pension**

Pension is simply defined as an arrangement to provide people with an income from employment (Folorunsho, 2015). Pension schemes are social security maintenance plan for workers after their disengagement as employees through retirement (Ilesanmi, 2006). Ngwu (2013) in Eze & Anikeze (2018) defined pension as fixed amount other than wages paid at regular intervals usually in monthly installments to a pensioner in consideration of past services, age, merit, injury or loss sustained. It is a social security arrangement whereby workers draw retirement benefits for services rendered in the past. A pension scheme may be contributory or non-contributory. A contributory pension scheme is obtainable in a system where the employer and the employee made contributions into pension savings account to be accessed by the employee on retirement. Non-contributory pension scheme on the other hand, operates where the employer bears the burden of payment of pension alone without the contribution from the employees.

Luka (2006) in Okereke (2021:17) summarized the need for pension as follows:

a. Genuine concern for the welfare of retired employees of a company or organization.
b. To show a sense of moral obligation towards the dependants of a man who dies while in the service.

c. To keep open the channels of promotion in a company or organization by making advance provision for the orderly and dignified retirement of older individuals.
d. To cut down wasteful labour turnover, enhance condition of employment with the company so that recruits of higher caliber may be attracted.
e. To protect social disorder in the economy by providing for the retiree, so that they can be useful to the economy and society after their retirement.

The above informed the earlier remark by Adebayo (2006), who argued that the greater level of importance given to pension and gratuity by employers is because of the belief that if employees future needs are guaranteed and their fears ameliorated and properly taken care of , they will be motivated to contribute positively to organizations output.

iii. Employee Training

Cole (2002) in Nushrat (2018) defined training as the learning activity directed towards acquiring specific knowledge and skills for occupation or task. It is a procedure or strategy through which the abilities, talents and knowledge of workers are upgraded and expanded in line with the current trends in order to be equipped to contribute meaningfully to goals and specific objectives of the organization. To Gadi and lauko (2019), training refers to bridging the gap between the current performance and the standard desired performance. Staff training constitutes the welfare of workers. An employer who is conscious of the level of performance of his or her staff will likely provide regular training in order to ensure that the employees perform at the expected level. Training serves as motivational tool towards high level performance for employees and it also benefits the organization productively. This is why Nwachukwu (1988) in Onah (2015) contends that indicators that workers in any organization require training are the following factors. (i) lack of interest in one's job; (ii) negative attitude towards work (iii) low productivity; (iv) tardiness (v) excessive absenteeism rate (vi) excessive complain; (vii) high rejects or low quality output (viii) high incidence of accident and insubordination. These negative vices that hamper employee performance are addressed through programmes.

iv. Promotion

Promotion is a critical component of employee's welfare packages. Job promotion is an increase in workforce or employees in better jobs, compared to previously greater responsibilities, achievements, facilities, higher status, higher proficiency demands, and additional wages or salaries and other benefits (Neck, Houghton & Murray, 2018).

Knick and Fugate (2017) submit that job promotion occurs when an employee moves from one job to another, which is higher in payment, responsibility and level. Promotion provides opportunities for personal growth, more responsibility, and increased social status. Hasibuan (2018) argues that promotion is a move that enlarges the authority and responsibility of employees to higher positions in an organization so that obligations rights, status are regularly accorded employees in due time.

Job promotion plays an important role for every employee, even a dream that is always waiting for. If there is an opportunity for employees to be promoted based on the principles of fairness and objectivity, employees will be motivated to work harder, be more enthusiastic, disciplined, towards optimal accomplishment of organizational goals and objectives (Muhammed, Herlina and Nur, 2019). Eka, Putra, Susila, and Yulianthini (2016) added that the existence of promotional targets, make employees feel valued, cared for, needed and recognized by their organization. They maintain that organization can help employees develop the ability or potential and achieve desired careers by organizing employee training programmes that can improve employee performace so that the organization can provide a "reward" in the form of promotion.

In the course of employee services to the organization, the above discussed welfare packages are supposed to be provided to boost the morale of the workers. They are not only beneficial to the individual employees alone, but welfare packages have positive impact to the performance and overall productivity of the organization. This belief is projected globally by scholars and organizational managers who wish to remain competitively relevant in the dynamic business environment.

Trade Unionism and Workers Welfare: The Nigerian Experience

Contextually, it is less cumbersome to establish the nexus between unionism and welfare of workers. It clearly suffices to say that one of the objectives of trade unionism is to make sure that employers take adequate care of welfare of their staff members. The benefits accruing from labour unionism are mutual, for it does not only lead to enhancement of socio-economic condition of workers, but also significantly contributes to the overall productivity of the organization.

The idea behind the formation of a Labour union in Nigeria first came up in the early nineteenth century, and some of the very early unions that came into existence as at that time were the Civil Service Union which was formed in 1912. After this came the Nigerian Mechanic Union, the Railway Local-Drivers Union etc. The aims and objectives of these unions just like that of any other trade union in the world was nothing other than to obtain better condition of service and employment for their members (Ubeku, 1983, Collins, 2013). As of 1919, labour unionism in Nigeria was very young and still at infant stage such that people or workers did not attach much significant importance to it with respect to their work or jobs. However, with the establishment of Trade Union Organisation Act 1938 which permits workers to form a union that will influence as well as protect their rights and interest at any given level, workers eyes "become opened" as well as that of the employers who saw the workers as partners in progress rather than mere labourers that can be hired and fired at any point in time without any fear or contradiction. The legal status so assumed by labour unions from such an enactment, conferred onto it, the "right to have collective bargaining with their employers with respect to any issue that has to do with the workers interest and work in general (Tayo, 1980, Collins, 2013).

In Nigeria today, the strategic umbrella bodies of the trade unions are the Nigeria Labour Congress (NLC) and the Trade Union Congress (TUC). Other labour unions such as the Academic Staff union of Universities (ASUU), the Senior Staff Association of Nigeria Universities (SSANU), the Nigeria Bar Association (NBA), National Union of Local Government Employees (NULGE), among others are part of the NLC and TUC.

Okoroafor, (2013), Okechukwu, (2016), and Ugo and Sebastine (2020) submit that in Nigeria, trade unions fought against colonial rule and exploitation of the Nigerian State during the colonial era. These activities of the trade unions, under the umbrella of the NLC, have been responsible for the several reversals of government actions and policies. NLC now plays social, economic and political roles not only to the working class but to all Nigerians both the employed and unemployed.

Following the creation of Enugu State in 1996 and subsequently the establishment of various government institutions, the need to form labour unions that will project the aspirations and welfare of workers became imperative. It is right to state very clearly here that most of these unions predate the creation of the state. Hence, in Enugu State, we have virtually the branches of all the National Unions.

Be that it may, one of the major ways through which workers welfare is determined in the contemporary era is through collective bargaining. Okoli (1999) in Onah (2015) sees collective bargaining as a vehicle by which management (employers) and the representatives (unions) of the workers attempt to reach a collective agreement or solving and avoiding problems related to compensation, retirement, fringe benefits, disciplinary layoffs, promotions work scheduling, and other conditions of employment. Thus, collective bargaining involves joint determination by workers and employers to solve problems and issues pertaining to human resource management. Collective bargaining or joint negotiation is essentially an autonomous system of making job rules between employers and trade unions. It is a process of a party in industrial relations making proposals or demands, discussing, criticizing, explaining, and exploring the meaning and effects of the proposals, or seeking to secure their acceptance.

Onah (2015) posits that there are certain conditions for collective bargaining. According to him, collective bargaining is an important interface between management and labour unions, and at whatever level the machinery of collective bargaining is to take place, there are basic conditions that must be fulfilled before the machinery can develop, and attain maturity and success. Firstly, is the creation of a sufficient labour force. This is followed by the existence of strong stable trade unions, independent of external influence and democratic in nature. Another condition is freedom of association and favorable political climate. In the same vein, collective bargaining cannot develop or thrive for long in a society where government in particular and the public in general are not convinced about the utility of the process as the best method of determining forms and conditions of employment. More so, the prevalence and pre-eminence of the spirit of "give and take" is a necessary prelude to collective bargaining in public organizations.

Apart from collective agreement principles, there are available laws and provisions in the various condition of service in Nigeria in general and Enugu State in particular, that ought to enhance provision of workers welfare by the government and management of government establishment in the state. For instance, section 173 (1) of the 1999 Constitution of the Federal Republic of Nigeria as amended, provides that the right of a person in the public service of the federation to receive pension or gratuity shall be guaranteed by law. The public service rules condition of service documents made provision for staff welfare, training, job security, promotion among others.

However, workers welfare has not been protected by their unions in Enugu State due to certain challenges. It is imperative to first draw inference from the Nigeria case before Enugu State because the activities of the national bodies influence the branches or chapters across the federation. Alaribe (2013) in Ugo and Sebastine (2020) regretted that since the transition to democracy in Nigeria in 1999, the emerging union leaders went to sleep and decided to align themselves with the corrupt ruling elites by playing games on the intelligence of most Nigeria working class through their 'maradonic' ways deceiving their rank and file membership. According to him, they are only interested in their selfish interests without considering the interest of the workers they represent. In their assessment of trade unionism in Nigeria, Ifeanyi and Mondli (2020) observed that the contemporary leadership of the trade union movement in Nigeria is associated with the process of emborgeoisement – the quest for material ascendancy.

This tendency makes the leadership socially disconnected from the rank and file-a lifestyle that provokes the symbolism of Nigerian politics. Closely related to the foregoing, is the issue of political instability interference by the two major political parties in Nigeria – The All Progressive Congress (APC) the ruling party and the people Democratic Party (PDP) the major opposition party.

Influential members of the two parties were found at the 2015 NLC Delegates Conference allegedly bankrolling some events and processes and using the opportunity to solicit support for their respective political parties in 2015 general elections. This comprised the integrity of the conference and the NLC elections that followed. Meanwhile, the welfare of the Nigerian workers including Enugu State had dipped to a very low ebb following the poor monthly minimum wage of N18,000, implicating poverty (Ifeanyi and Mondli, 2020).

In Enugu State, industrial relations since 2015 had became a difficult issue to deal with owing to the fact that government in power dominated all the labour unions, ranging from NUT, NULGE, NMA, JUSUN, ASUU, NASU, SSANU, NAAT and other unions in the state, this domineering attitude of the state government had really undermined the activities of labour unions in Enugu State to the extent that none of the above mentioned unions are able to engage government in collective bargaining to determine the welfare of their members thereby making it extremely difficult for union leaders or workers of Enugu State to predict what their future could look like, because there is no indication on the side of government that they are willing to better the lots of the workers in Enugu State. This assertion manifests in the attitudes of Enugu State Government towards annual promotions and advancement of workers since 2015 till date. Therefore, this scenario suggests that the economic conditions of workers in Enugu State may be worst if the labour leaders and their members fail to fight for their rights and privileges.

Empirical Review

Nwakoby and Chukwurah (2020) examined the "impact of Employee Welfare Sustainability towards improving Efficiency in the Selected Tertiary Institutions in the South East, Nigeria". Among other things, the researchers determined the nature of relationship between employee welfare and labour efficiency in the institutions studied. Descriptive survey research design was adopted for the study. Five Federal Institutions were selected across the five states (Federal University of agriculture Umudike, Nnamdi Azikiwe University, Awka, Alex Ekwueme University, Ndufu Alike, University of Nigeria, Nsukka, Federal University of Technology, Owerri) in the South East zone. The population of the full-time staff in the selected universities was 7,319, hence a sample size technique was applied, with questionnaires distributed to a sample of 541 employees, and 498 complete responses were retrieved. Data analysis was done using regression statistical tool. It was revealed that employees' welfare scheme is very imperative and sine qua non to the livelihood of any organization for onward sustenance, prompt and effective productivity. The researchers among other things recommended that the workers should be fully educated and made to be aware of information related to welfare scheme. They should advance further on open door policy to all staff both academics and non-academics.

Ifeanyi and Mondli (2020) did a study titled "An overview of the conditions of workers and the unions in South Africa and Nigeria". The study comparatively analyzed the effect of workers unions on the welfare of workers in the two countries studied. Thematic approach was utilized as the basic methodology for the study. This was considered suitable because of the nature of comparative overviews undertaken. By its nature, data on the thematic issues such as the emergence of the labour movement, changes in social composition of trade unions, the nature and effects of fragmentation of unions and the forms of precarious work were comparatively analyzed for South Africa and Nigeria. It was discovered that Neo liberal attacks on workers and working conditions have led to changes in the social compositions of workers and the rise of precarious forms of work in both countries. Beyond that, union federations are also faced with fragmentation and division, weakening their position to challenge attacks on workers. The paper therefore recommended improved welfare packages in both countries in order to enhance social conditions of workers.

Ugo and Sebastine (2020) in their work titled “A critical study of the key challenges of trade unionism in Nigeria’s fourth republic” investigated the major challenges of trade unionism in the Nigeria’s Fourth Republic with a view to proffering solutions to such problems. A qualitative research method was adopted and was content analyzed in relation to the scope of the paper. Marxist theory of class conflict was adopted as the theoretical framework of the study. The paper observed that lack of committed leadership, lack of internal democracy; government intervention, tribalism and nepotism, internal factionalism, apathetic attitude, poor economic climate and non-affiliation with foreign union are the major challenges that trade unions in Nigeria currently face. The paper recommends among others that unions should imbibe the tenets of democracy in their internal administration.

In a related study, Omeje and Ogbu (2019) researched on “Impact of labour union strikes on Public Institutions in Nigeria: A study of Academic Staff Union of Universities – Enugu State University, Abakaliki 2016/2017 strike. The study sought among others to determine how ASUU-EBSU Strike brought about disruption of institutions academic and programme and its effects on normal skill acquisition among students of Enugu State University. Descriptive Survey design was adopted with a population of 2,350 being the staff strength of the institution. A sample of 342 determined using Taro Yamani formula. Chi-square statistical testing tool was used to analyze the data generated through structured questionnaire for the study. It was found that the labour Unions’ strike brought about disruption of the institutions academic calendar and programme, altered normal skill acquisition process among the students of Enugu State University. Based on the findings, the paper recommended that employers of labour should devise appropriate motivational strategies to motivate their employees for greater productivity. All the stakeholders and parties to collective bargaining should comply with the resolution of the bargaining to avert strikes.

Similarly, Stephen and Emeka (2014) studied “Trade Unionism and the Enhancement of Workers’ Welfare in Nigeria Maritime Sector: An Empirical Analysis”. The study investigated the relationship between Trade Union’s negotiations, enhancement of workers’ welfare, influence of trade unions on education of members and trade unions’ leadership training on enhancement of workers’ welfare. The paper adopted survey method anchored basically on questionnaire and interviews as means of data collection. One-way analysis of variance and Pearson Product Moment Correlation statistics were used to analyze the data. The findings showed that the level of deprivation of workers from benefiting from their welfare package either by management or sometimes by ill-mannered union leaders was responsible for majority of the conflicts and strikes in work settings in our contemporary economy. It was therefore recommended that trade unionism should be encouraged in all work settings and its leaders equipped with knowledge of industrial relations, union leaders should be individuals who seek after the welfare of its members and not their personal benefits.

In a similar vein, Toyin (2013) researched on "Trade Unions in Nigeria and the challenges of internal democracy". The major objective of the study was to assess possible hindrances to the commitment to internal democracy by trade unions. Six hundred and forty members of five trade unions were selected through a probability, multi-stage random sampling technique. Structured questionnaire was used to generate data for the study. Data generated for the study were analyzed through Statistical Package for Social Sciences (SPSS) software. The study revealed that trade unions in Nigeria is yet to imbibe the tenets of democracy in their internal administrations as for example, female participation in their activities is only about 23 percent. The study therefore recommended that given the challenges facing trade unions generally, especially in this era of globalization and economic restrictions, it is imperative for trade unions to harness the resources of all its members in order to sustain its growth and development.

Furthermore, Collins (2013) in his study titled "Labour unionism and its Effects on Globalization Productivity: A case of Jos International breweries (JIB) PLC, Nigeria" attempted to find out whether or not labour unionism in organizations are partners in progress and complements managements' effort towards enhancing organizational productivity and efficiency. Descriptive survey design was adopted while 50 staff members of the company were selected for the study.

Structured questionnaire was used as the main instrument for data collection while chi-square was adopted to analyze the data generated for the study. The study discovered that labour unionism in the organization is not destructive but a boost to the worker with intentions of motivating him to putting his best towards organizational productivity, by protecting his rights and interest. The study therefore recommended that management should recognize and acknowledge labour union activities and contributions to the organization. This will bring about harmonious working relationship so as to enhance greater productivity and mutual resolution of conflicts. Moreover, management should identify itself with the employee's demands especially on improved conditions of service so as to foster understanding between management and union members.

Strategies for Effective Trade Unionism in Enugu State Public Service

Collaboration between Union Leaders and Employees: Trade union should create a level playground for all members to take part in the decision making machinery of the unions. They must present a strong united front since multiple unions dilutes the power of unions and reduces their effectiveness. In this regard, trade unions should come together in order to present a strong united voice in matters affecting their members and the general society. In addition, freedom should be given to members to freely participate in all union programmes and in all important decision. It is when the society sees and realizes that there are true democratic processes in trade union activities that the unions will be taken seriously. In all, for a union to be successful, it must attend primary to their members needs and not be overly concerned about taking a particular political approach and side.

Strong Activism among Union Leaders: Due to the challenge of poor and non-proactive leadership, union members should ensure that only qualified, tested and trusted leaders who are truly workers should be voted into position of office both at the local, state and national level. It is only leaders with integrity that will have the courage to say no to various financial inducements the government and captains of industry will offer them. In addition union leaders should be properly trained and educated to know the basic labour laws in order to plan their actions within the confide of the laws to avoid pursuing shadows while leaving the substance especially during collective bargaining and conflict resolving meetings. Labour unions should educate workers of their rights and duties and developing in them a sense of responsibility, and also provide for the training and adequate education for their members in order to give room for advancement of their members.

Cooperation among Workers: On their part, employers (business owners and managers) should support the involvement of a union representative and workers in some of the decisions regarding work conditions because some of the workers can be better informed about ways of raising productivity in their departments, and can help to accelerate agreed-upon decision. This is because, when issues arise at the workplace between managers and the employee, union representatives can be used to secure a "win-win" in which both sides feel as if they each attained something from the deal.

Need for Strategic Trade Unionism in Enugu State Public Service

There is no need to over-emphasis the importance of effective unionism in industrial relations in Nigeria, without which, the efforts of workers could be in vain, and their welfare remain in a state of despondence particularly in Enugu State where labour relations appear to be seen as an aberration by the state government. For a union to be effective, it has to promote peace and unity among members. Effective unionism projects and promotes members interest at all times. It entails unionism that adheres to internal democracy, where members are recognized as partners in progress and where equity, fairness and justice prevail. Effective unionism connotes leadership devoid of rancor, bribery and corruption, and where union executives are committed to the welfare of the workers and their primary concern.

Drawing from the above, the major issue is on how to address excessive government interference in the activities of the labour unions in the state which has undermined efforts at securing better welfare packages for the workers. The undue interference manifests in the election of excos members whereby external influences seem to influence the outcome of the elections. It is through this means that the government infiltrates the activities of the union and therefore conditions the outcome of their policies and programmes. This has hindered the growth of many unions in the state. For instance, the chapter of NULGE is unable to conduct its elections over the years partly as a result of unhealthy rivalry among Exco members occasioned by external influence.

Another issue is nepotic tendencies in the election of those who represent the unions. Internal democracy ought to be maintained. Some of the unions in the state seem unable to choose their leaders without regard to ethnic inclination. This seems to make struggles weak, parochial and primordial sentiments.

The Enugu State government since 2015 has been tormenting and dehumanizing Enugu workers. This maltreatment of workers started from health workers, eventually, their salaries were slashed and the workers went to court to seek redress, but that litigation yielded no fruit. Since then other workers in Enugu State are affected including Enugu State University of

Science and Technology that has recently suffered all kinds of humiliation, such as proscription of the four unions, slashed salaries based on eighty percent (80%) pay, delay of monthly subvention and unbridled reductions, in the subvention given, stoppage in check off dues, so as to undermine the strength of the said unions. Therefore, union leaders in Enugu State are expected to brace up to the challenges facing labour matters so as to ameliorate the economic, social and moral condition of workers in Enugu State to avert making it a bad culture.

Discussion of Findings

From 2015 till date workers welfare in Enugu State has not been accorded the desired attend and this has significantly increased the suffering of the people. Among others, workers in Enugu State suffer from hunger, poverty and some have died of preventable ailments as a result poor working conditions. Job security is not guaranteed and effective unionism is lacking and labour unions and their members are often visited with suspension, threat of job loss, intimidation and all other human ill treatment each time they attempt to press home their demands for welfare. This ugly condition de-motivates workers and leads to poor performance of assigned responsibilities. This also has resulted to persistent labour turn over in the state. There is persistent brain-drain in Enugu State University as most experienced lecturers have opted to look for a better condition of service elsewhere. This is also true for other sectors in the state.

This attitude of government and management and management of government establishments demoralizes workers. In a similar vein, Shaheem, Sami, Fias, Abdul, Joseph and Gamal (2017) found that employee performance and employee engagement meditates the relationship between employee job security and employee performance. The findings of Shouvik and Mohammed (2018) are also in agreement with the present study.

They revealed that job security dimensions contribute significantly on the levels of the employees' performance and satisfaction. They also revealed that permanent employees were more secure about their job status and compared to temporary employees. The foregoing is also related to the submissions of Aided, Abeera, Mehwish and Tania (2020) who found that work conditions contribute positively to efficiency of employees. In his findings, Abolade (2018) established that job insecurity negatively affect organization performance and induce employee turnover. Job insecurity has also been linked to have negative impacts on happiness at work and higher-order construct and all of its dimensions (Zivile, Egle, and Jona, 2021). Despite the gains associated with job security, employees' job security has been hampered by the negative attitude of the state government towards the workers. This ranges from regular threat of sack and termination to salary cuts and other unhealthy practices across the state which has resulted to labour turnover.

It is also observed that the effectiveness of the labour unions has not been felt in area of ensuring timely promotion for workers. Promotion across the state service, especially in the Enugu State University is viewed as a privilege and not a right of a worker. It hardly comes as and when due. Since 2015 till date when the exercise is conducted, it takes years to be released with no financial effect. This may have hindered efficient performance of task. When workers are rendered stagnant over the years even when they have the qualifications to be promoted it hinders them from fulfilling obligations to their families as their expenditure increases without a commensurate promotion and increase in salary. In support of the outcome of the study, Simoyo, Supardi and Udin (2020) found that training and promotion had a positive significant effect on work motivation, while job promotion has a more dominant direct effect than training, improving employee job performance will be more productive by providing job promotions to employees.

Muhammad, Herlina, and Nur (2019) revealed that basically employees who have the desire to experience promotions will tend to have good performance, if achieved or not performance targets are used as a basis for assessment in the promotion of positions in addition to royalty, education level and work experience.

The outcome of the study also shows that training across government establishments in the state is very low. Onah (2015) in support of this foregoing observed that most universities especially in Nigeria do not have staff training and development policies in a written document. Such document would enable a staff member to enjoy his training entitlements in his/her career life. This is unfortunate in view of the importance of staff training. Labour unions in the state have not achieved much in their efforts to persuade employers towards regular provision of training programmes to consistently improve skills relevant to performance. The outcome of the study is also supported by the findings of Kuruppu, Kaviarathne and Karunarathna (2021) who revealed there is a strong positive and significant relationship between training and performance. Nushrat (2018) found that the more employees get training the more efficient their level of performance would be.

Furthermore, the issue of pension and gratuities has not significantly improved in the state through active unionism, especially when it has to do with timely payment of pension benefits. Pensioners are owed areas of pension benefits with its concomitant social economic effect on the retirees. This has brought economic hardship, loss of hope, sickness, death to the retirees and a bleak future for those who are still in active service. Despite the benefits of retirement entitlements to both employers and employees, administration of pension benefits in the state does not have human face. Alluding to the benefits of retirement savings, Dugguh and Iliya (2018) discovered that good retirement plans affect employee performance in cement manufacturing companies in Nigeria. Musali, Haruna and Zainuending (2016) added that there is significant positive relationship between organizational welfare and the quality of performance of border management personnel in Nigeria.

Conclusion

Efforts have been made in this study to determine the effect of effective unionism in securing welfare of the workers in Enugu State. The study became imperative based on the inhuman treatment meted on workers in Enugu State especially from 2015 till date. One expects that various labour unions in the state should be able to persuade the government and managements of government institutions across the state through collective bargaining towards improving the socio-economic well being of union members. However, this has never been the case consequent upon unfortunate blatant government harsh disposition against the workers which has resulted to many strike actions. In Enugu State, job security is not guaranteed across the institutions of State University. Training and staff promotion are treated with levity while retirees are owed areas of pension benefits. It seems as if union members have little say regarding workers welfare, as those were brave enough to speak in favour of their welfare were visited with sack threats, intimidation, harassment etc. In the state, insensitivity towards workers welfare also manifests in salary cuts, delays in payment of the amputated salary, non-commitment to fulfillment of the agreement entered with the labour unions by the government and its management. This precarious state of affairs therefore calls for effective unionism as a sure means through which workers in the state can regain their freedom and rights. In this case, union leaders are expected to lead a strong defense against job losses for those with the privileges of membership through effective representation of their members even in the face of turmoil and political crisis without undue compromise.

Recommendations

Based on the outcome of the study, the following recommendations were made to improve the welfare of workers in Enugu State.

1. To improve the welfare of workers in Enugu State there is need to guarantee job security. This can be achieved through effective unionism that is devoid of rancor and disunity but unions activities that pursue the core mandates of their unions without fear of favour.
2. There is need for unions across the state to be proactive in order to ensure timely promotion of workers with all the entitlements attached. In order to achieve this, the union members should give maximum support to their executives.
3. There is need for government to provide regular training in order to improve skills relevant to performance. Labour unions should persuade government and other relevant stakeholders to provide regular training for workers.
4. Pension and gratuity are the rights of workers. There is need for unions to ensure that workers are not denied of their rights. Whenever there is infringement on workers' rights, union leaders should seek redress in the industrial court as this has yield results in the past.

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Oil Terrorism and Politics of Environmental Protection in Nigeria: The Niger Delta Conflict Revisited

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Abstract: *The commencement of commercial production of oil at Oloibiri, Bayelsa state in 1958 brought with it pipeline system attacks and seizure of oil barges, oil wells, flow stations, support vessels and other oil facilities by militants. The deliberate acts of terror are aimed at getting the attention of government to some challenges which require political solution, particularly the need to protect the environment frequently degraded as a result of the activities of the oil companies operating in the region. Today, the Niger Delta people who once enjoyed safe ecosystem in the pre-crude oil era are confronted with serious threats to their health and source of livelihood. More so, there is perceived complicity of government in the unending conflict. This study therefore seeks to examine the issues surrounding oil terrorism and environmental protection in the Niger Delta region. Specifically, it seeks to find out how oil resource has contributed to environmental-protection challenge in the Niger Delta region, what factors exacerbate oil terrorism and environmental-protection challenge in the region as well as the practical solutions that can effectively end oil-related conflicts in the region. The study is anchored on regulatory capture theory while qualitative approach is adopted for data collection and analysis. Among other things, the study found out that environmental degradation persists as a result of weak regulatory approach by government. It equally found out that the oil companies operating in the region have successfully captured the regulators and continued to engage in unending flouting of the extant environmental-protection laws. In view of the findings, the study recommended the need for strict regulation against compromise of collective interest in the region. It also recommended the setting up of local surveillance team of activists with a responsibility to independently provide quarterly report to government on matters pertaining to the environment.*

Key words: *oil terrorism, Niger Delta, environmental protection, pollution, militants.*

Introduction

Nigeria has a strong and reputable position in global oil business. It is one of the largest producers of oil in Africa and the seventh in the world, a status which she attained as a result of the preponderance of naturally-endowed oil deposits within her boundaries, particularly in the Niger Delta region. Instructively, the Niger Delta region remains Nigeria's backbone as far as oil production is concerned. It is located in the Atlantic coast of the south and is adjudged the world's second largest delta with a coastline of about 450 kilometres.

Year 1956 was significant in Nigeria's oil discourse. It is when Shell British Petroleum (now Royal Dutch Shell) discovered crude oil at Oloibiri in present Bayelsa state with commercial production of oil commencing in 1958 [1,2]. Today, the Delta region produces over 90 percent of the oil extracted in Nigeria [3] where states that include Delta, Rivers and Bayelsa top the list as major producers of crude oil.

Scholars have argued with available evidence that the economy of Nigeria largely depends on the petroleum and this resource has often determined the direction of the country's annual budget. It is in that light that the country effectively justifies its classification as a rentier state whose major source of foreign-exchange earnings is through the sale of petroleum. In an agreement with this truism, [4] aptly noted that the petroleum industry in Nigeria is practically the most significant source of revenue. Equally, [5] supports the position that petroleum production and export play a dominant role in Nigerian's economy and account for about 90 percent of her gross earnings where oil and gas alone generated 40 percent of Nigeria's national Gross Domestic Product over recent decades.

The depth of crises arising from the blessing of oil for Nigeria has remained unresolved. Several agitations and avalanche of militancy have worsened environmental health of the region while creating a frustrating smudge for the country's economy. It is therefore in the light of this unending discourse with regards to the oil terrorism and politics of environmental protection that this paper was conceptualized, with a prime objective to examine the correlations between the contending variables underlying the study.

Statement of the Problem

Ideally, Section 1 of the Nigerian Petroleum Act vests the entire ownership and control of all petroleum in, under or upon all land or Nigerian territorial waters in the federal government. What this means is that the federal government reserves right of control and exploitation of the oil resources as can be found within the geo-political space of the country. By extension and as Section 20 of the Nigerian constitution 1999 (as amended) strictly provides for, the government equally has the responsibility to protect and improve upon the environment. In essence, it is responsible for guaranteeing public safety on water, air, land, forest and wildlife. Simply put, state's sovereignty over the natural resources necessitates the mandate for environmental protection for the government. It is in this same regard that Section 2 of the Nigerian Environmental Impact Assessment Act prohibits both the public and private sectors of the economy from undertaking or embarking on authorized projects or activities without first considering and investigating the impact of such on the environment.

Regardless of these provisions, the discovery and production of oil in Nigeria has created environmentally-related conflicts. The magnitude of environmental degradation and ecological depletion in the oil-producing states of Nigeria has continued to generate public debates and resentments, same way it has thrown up certain health concerns. Arguments have been adduced to the fact that Niger Delta people that once enjoyed safe ecosystem in the pre-crude oil era are today confronted with serious threats to their health. In essence, crude oil exploration in the region has become a major source of health hazard and consequential deaths. It has become a curse to the people.

As [6] rendered it, situation of things in the area is currently characterized by contaminated streams, rivers, forest destruction and biodiversity loss. The situation prevails despite the series of efforts by the government as well as the oil companies towards ensuring that oil spills in the oil producing communities of the Niger Delta are tamed. The reality, however, is that reckless oil extraction has damaged the environment of the Niger Delta region in no small measure while the oil companies operating in the area have consistently shown total disregard for the issue of environmental health [7]. In all ramifications, there appears to be a ploy by the actors in the oil and gas business to undermine environmental wellbeing of the region.

Practically, the dimension of the challenge is such that oil frequently stops floating on the water's surface but sink into the marine environment, thereby creating damaging effects on the underwater ecosystems, while in turn killing or contaminating fish and smaller organisms that are essential links in the global food chain. Such situations result in death of marine mammals such as whales, dolphins, seals, and sea otters. Available data revealed that Texaco extensive oil spill, for instance, killed 2,800 sea otters, 300 harbour seals.

Many factors obviously account for the politics underlying environmental protection in the Niger Delta region of Nigeria. In particular, [4] placed the blame, first and foremost, on the doorsteps of sabotage and vandalism. However, it has become clear that other factors account for this situation, which this study set out to interrogate.

Research Objectives

The broad objective of the study is to examine the correlations between oil terrorism and environmental protection in the Niger Delta region of Nigeria. Its specific objectives are:

1. To investigate how oil resource has contributed to environmental-protection challenge in the Niger Delta region of Nigeria.
2. To examine the factors that exacerbate oil terrorism and environmental-protection challenge in the Niger Delta region of Nigeria.
3. To proffer practical solutions which can effectively end oil-related conflicts in the Niger Delta region of Nigeria.

Research Questions

The study formulates the following research questions to serve as a guide:

1. How has oil resource contributed to environmental protection challenge in the Niger Delta region of Nigeria?
2. What factors exacerbate oil terrorism and environmental-protection challenge in the Niger Delta region of Nigeria?
3. What practical solutions can effectively end oil-related conflicts in the Niger Delta region of Nigeria?

Methodology

The study was anchored on qualitative methods of data collection and analysis. Data were generated from secondary sources and analyzed using descriptive-qualitative method.

Theoretical Framework

The study adopts Regulatory Capture Theory propounded by George Stiger in 1970s. Other proponents of the theory include Richard Posner, Joel Hellman, Daniel Kaufmann and Johan de Hertog. The central task of the theory on regulatory capture is to explain who will receive the benefits or burdens of regulation, what form regulation will take as well as the effects of regulation upon the allocation of resources [8].

Essentially, regulatory capture stands to mean the capture of regulations by the regulated. The capture refers to the active and passive behaviours by responsible authorities directed at protecting the same illegal, unethical, immoral or anti-public interest practices that those authorities are charged with policing. At a first level of capture, the regulator allows the regulated to breach the law, ethics, good practice, moral principle or public interest which the regulator is responsible for upholding. At a second level, the regulator assists the regulated to escape the regulatory consequences after the act. At a deepest level of development, the capture is so complete that the regulator may assist the regulated to defeat the regulatory regime before the fact [9].

Stigler argued that the regulated industries maintain a keen and immediate interest in influencing regulators. He contended that even though the rules in question, such as pollution standards, often affect citizens in the aggregate, yet individuals are unlikely to lobby regulators to the degree of regulated industries, thereby paving the way for the regulated industries to devote large budgets towards influencing regulators at federal, state and local levels. In view of the circumstance, individual citizens with very limited financial power spend only limited resources to advocate for their rights, since they are not able to match the financial strength of the supposedly regulated industries.

In reality, the theory argues that the regulatory agencies which are controlled by the industries they are charged with regulating are known as captured agencies. The theory, thus, argues that government rather chooses to advance the commercial or political concerns of special interest groups or large industries that dominate the sector they are charged with regulating, contrary to its original purpose of establishment. When such regulatory capture occurs, the theory contends that the interests of firms, organizations or political groups are prioritized over the interests of the public, leading to a net loss for society.

Regulatory capture theory therefore suggests that regulatory capture largely takes place as a result of the fact that groups or individuals who possess significant and high-stakes as well as vested interests in the outcome of policy or regulatory decisions often channel their resources towards influencing policy outcomes that are favourable to them. Through that, they successfully achieve the capturing by influencing the members of the regulatory commission or agency, to the extent that the preferred policy outcomes of the special interest groups are promoted and implemented accordingly.

[8] argued that an industry can benefit from regulation if it can capture the regulatory agency involved. In view of this, regulation deviates from benefiting public interest to becoming a process by which interest groups seek to promote their private interest [10]. This, thus, provides a wide ample of opportunity for the regulatory agencies to be subjected to perpetual domination by the industries regulated, thereby rendering the agencies incapable of representing public interest.

[10] in his exposition listed notable industries involved in such capture to include those in energy, communications, transportation and banking businesses. He argued that the capture is achieved by way of constant romance as well as gift/bribe giving and taking between the government agencies and the industries, maintaining that rather than promoting efficiency, the regulating agencies create an efficient environment for profit maximization for industries.

The regulatory capture theory is apt for this study which examines oil terrorism and the politics of environmental protection in the Niger Delta region of Nigeria. There is no gainsaying the fact that government's efficiency in enforcing environmental regulatory laws is greatly expected in view of the huge pollution caused by oil explorations in the region. However, evidence shows that such an expected enforcement of laws has become a mirage, such that enforcement is either weak or absent, to the detriment of the people who directly feel the consequential impacts of the polluted environment. As it stands, the establishment of agencies (such as the National Oil Spill Detection and Regulatory Agency) against environmental pollution has failed to achieve the aims owing to the apparent capture of the agencies by the oil industries. It is in view of this that the adoption of the regulatory capture theory as framework of analysis becomes apt.

Literature Review

Oil Terrorism: An Overview

The contributions of oil to the advancement of both the economy and humanity have been subjected to sound intellectual scrutiny over time. Lens of intellectualism tend to focus, not only on the positive dimensions, but equally on the negative aspects in order to balance the argumentative exercise. In fact, there is a consensus today that oil has equally become a curse, contrary to the blessing orientation of the previous years. It is in that light that it has become pertinent to move along the intellectual direction of categorizing the unconstructive potentials of the oil resource as terrorism.

For instance, there is no better way to conceptualize the escalation of oil-pipelines vandalisation and other related destruction by militants. Although the masterminds of the conflicts claim to suffer untold marginalisation in the hands of government, they have, indeed, become a strong factor in the crime of sabotaging, not just development but standard of living of the people in the region. Besides, oil terrorism has passed as a new lexicon introduced by security analysts and scholars to describe the deliberate pipeline system attacks mostly in Iraq and elsewhere in the world by militias, freedom fighters and insurgents [1].

Several incidences have shown that oil terrorism thrives in Nigeria. In fact, the depth of oil terrorism in the country is more alarming and dangerous. Acts such as the blowing up of oil pipelines, installations and other platforms with explosives are regular occurrences. They equally include acts such as seizure of oil barges, oil wells, flow stations, support vessels and other oil facilities in order to prevent the exploitation and distribution of crude oil or its refined products. These acts are obviously deliberate, with clear motive to draw attention to some multi-dimensional challenges which require political solution. The perpetrators aim to inject fear in the system in order to attract the attention of the Federal Government to the plight of their region. As a matter of fact, the militants who are responsible for the act of terrorism have succeeded in holding Nigerian government hostage, thereby causing enormous haemorrhage to the Nigerian economy. They have, as well, continued to do so.

The resultant effect of the oil terrorism not only manifests in the area of environmental degradation. Majorly, the situation has put Nigeria under pressure of sort over her development. [11] in assessing the situation affirmed that it amounts to misnomer today to say that Nigeria has witnessed development as a result. His observation makes much sense when one takes into account the high incidences of poverty, unemployment and inequality bedeviling the country. But in order to address the threat of oil terrorism to national security, [12] noted that the federal government always made a huge allocation to security, an action which culminated in the passage of the Anti-Terrorism Act in 2011 by the National Assembly. Be that as it may, insecurity in the country remains on the increase [13].

Oil and Dilemma of Environmental Pollution in Niger Delta

Of all the effects posed by oil terrorism in the Niger Delta, pollution of the environment by oil companies remains at the heart of the challenge. That single epidemic has brought about a clear distortion of the people's pre-colonial economic activities [14]. As evidence shows, the natural environment has become badly affected with attendant consequences on the communal economic activities of the people who originally and chiefly involved in fishing, hunting and farming.

It has been observed that the environmental problems associated with oil production in the Niger Delta include the contamination of nitrogen, phosphorous and sulphur which are useful for the preservation of soil nutrients and fertility. Others manifest in forms of widespread air, water and soil pollution; the creation of mountainous waste as well as the depletion of resources that cannot be replenished. These environmental problems equally pose a wider threat to health through climate change. This shows that climate change and its negative effects are traceable to oil related human activities [5].

Undoubtedly, the challenge of environmental protection rests on the shoulders of government to tackle. In particular, protection of the communities in the Niger Delta from oil-related activities is the primary responsibility of the Federal Government, failure of which results in crises. What this implies is that statutorily, the federal government is both in total control of oil exploration and production in Nigeria as well as ensuring an effective protection of the environment. This is what the 1999 Constitution provides for. In its Section 20, the constitution states that the state shall protect and improve the environment and safeguard the water, air, land, forest and wildlife of Nigeria [15].

Regardless of the provision, illegal or unauthorized activities that result in the destruction of petroleum, gas and chemical pipelines persist [16]. In fact, the act of tampering with oil pipelines and installations has assumed huge dimensions and a variety of forms in Nigeria. Oil bunkering, oil theft, pipeline vandalisation and fuel scooping, indeed oil terrorism have become rife with fresh threats still emerging [1]. It has been argued that pipeline vandalism or illegal and deliberate destruction of pipelines for personal gain disruption has over the years become an integral part of oil and gas operations in Nigeria. As a result, the Niger Delta region has been messed up by oil spills mainly caused by the activities of vandals.

Pipeline vandalism in particular has far-reaching implications on the petroleum supply chains. Apart from the huge product losses, environment equally suffers. This trend continues regardless of the efforts by the Nigerian Security and Civil Defence Corps (NSCDC), Nigeria Maritime Administration and Safety Agency (NIMASA), the Department of Petroleum Resources, (DPR) and the Nigerian police Force, (NPF) to tame the tide [17].

On the other hand, oil spill has proven not to be a natural phenomenon but an incident that takes place as a result of human activities such as pipelines destruction for personal interest. The oil pipeline vandalism has been perpetrated principally by criminal syndicates who are motivated by the desire to steal oil products for material gains [18]. This results in fire disasters which destroy cash crops and financial losses sometimes running into several billions of dollars [19].

For instance, in 1995 there were only seven reported cases of vandalisation, but it grew in the next three years from 33 to 57. In 1999 alone, there were a total of 477 recorded cases of pipeline vandalism in Nigeria. However from the number in 1999, it increased to 909 cases in 2000 and further increased sharply to 2 258 cases in 2005 [20]. Between 2010 and 2012, total of 2,787 lines breaks were reported on pipelines belonging to the Nigerian National Petroleum Corporation (NNPC), resulting in a loss of 157.81 metric tons of petroleum products worth about N12.53bilion [21]. In the same vein, Nigerian National Petroleum Corporation (NNPC), in its report disclosed that 700,000 barrels of crude oil per day were lost in 2016 to pipeline sabotage.

Unemployed youths have been accused as being the agents of pipelines vandalisation in Nigeria, operating in remote areas where oil pipelines pass. Thus, they were involved in puncturing or destruction of pipes while taking advantage of ruptured or leaking pipes to siphon fuel or other petroleum products into drums, plastic containers or storage cans for sale at the black market.

Today, there have been changes regarding oil pipelines vandalisation and fuel scooping. Evidence shows an increase and intensification in the rate of oil pipeline vandalisation since Nigeria’s return to democracy.

In the contemporary days, there have increasing allegations of complicity and connivance between oil marketers, traditional rulers, politicians, security agents, and NNPC staff in the growing incidence of vandalisation in Nigeria. [22] reported suspected vandals confessing that a certain politician provided arms and other logistics for vandalisation of pipelines in 2006. Equally and sadly too, it has been found that the more the government, through her security agencies, devised means of protecting the oil facilities, the more the vandals improved on their operations to beat even the modern technologies used in fortifying the oil pipelines and installations [23].

Oil Resource in Niger Delta, a Curse?

An issue which has agitated the minds of stakeholders has centred on the effects which oil resources in Niger Delta have had on the general aspects of life of the people. In essence, there has been sustained discourse on this subject matter. This is partly as a result of the increase in militancy in the region as well as the fact that the poor environment of the region has never witnessed any significant redemption.

Obviously, the impacts of oil-related pollution are multi-faceted. For instance, oil spill alone has contributed to lots of human rights abuses in the region. As [5] rightly observed, the livelihoods, health and access to food and clean water of hundreds of thousands of people in the Niger Delta are closely linked to the land and environmental quality. All of these are comprised when oil spills occur since such incident causes damage to both the soil and water system. The resultant effect is that women, men and children living in the region have to drink the polluted water, cook with it and bath with same. By extension, the people eat fish contaminated with the oil and other toxins and as well farm on the contaminated land.

It is on records that the air which the Niger Delta people breathe after oil spill reeks of oil, gas and other pollutants. Before long, the people start to complain of breathing problems, skin lesions and other health problems. In fact, Amnesty International [24] highlighted the major human rights impacts of environmental pollution in the Niger Delta to include the following:

i. violations of the right to an adequate standard of living, including the right to food as a consequence of the impact of oil-related pollution and environmental damage on agriculture and fisheries.
ii. violations of the right to water which occur when oil spills pollute water used for drinking and other domestic purposes.
iii. violations of the right to health which arise from failure to secure the underlying determinants of health, including a healthy environment, and failure to enforce laws to protect the environment and prevent pollution.
iv. failure to ensure access to effective remedy for people whose human rights have been violated.
v. failure to provide affected communities with information relating to oil spills and clean-up.

Oil and Interminable Conflicts in Niger Delta: Assessing Prospects for Peace

There is no gainsaying the fact that Nigeria has become the hub of oil-related conflicts. This assertion makes much sense when the incidences of conflicts in the region are taken into proper account. Although there is much to rejoice about the gift of nature in the form of crude oil, yet same resource has, as well, brought tears to the people. These are characterized by forceful occupation of flow stations, vandalization of pipelines, kidnapping of oil workers, bunkering and concomitant stealing of crude oil as well as conflicts between militants and government's security forces.

Clearly, what began as an idealistic struggle by Niger Delta youths to protest cases of unemployment, pollution and inadequate political compensations has fast degenerated into exploitative abductions and other similar crimes. It is in this light that [25] argued that Niger Delta militancy was caused by grievances and greed. While [26] was of the view that the state of insecurity has led to a reduced volume of investments and capital flow to the region, it is imperative to state that the failure by the security agencies to adequately cover locations of the various oil facilities in the region has created a veritable ground for illegal oil bunkering to thrive.

Instructively, several of the militant groups are involved in illegal oil bunkering which, itself, has become a major source of funding for the operations of the militants. It is suspected that the militancy is a lucrative means of armament for militants while the public suffers great losses. For instance, Nigeria which was placed as 40th best global destination for foreign direct investment between 2007 and 2009 witnessed monumental decline of investment from $20bn in 2007 to $8.28 in 2009, and further down to $6.1billion in 2010. Apart from that, several oil and non-oil businesses have shut down operations due to militancy attacks, with one of them, Shell, evacuating about 235 non-essential oil staff, causing its oil production to reduce by 30,000 barrels per day in 2003 when Niger Delta People Volunteer Force relocated to the creeks and begun attacks on oil installation [27]. Available data equally reveal that cases of kidnapping increased from 66 cases in 2010 to 36 in 2013 and 3,931 in 2014 [28].

Fear of kidnapping forced Julius Berger to abandon project sites including the contracts for the construction of roads like Kaiama-Port Harcourt, Ogbia-Nembe-Brass, Yenagoa-Oporoma roads [29]. In 2013 alone, N1.72 trillion was lost by Nigeria due to oil theft. In the same vein, the NNPC recorded a cumulative loss of N418.97 billion between January 2015 and September 2016, which represents 27.7 percent decline in crude oil production from 2.16 million barrels daily in first quarter of 2015 to 1.60 million in the third quarter of 2016 while the monthly loss from 69.49 million barrels, the highest monthly recorded in October 2015, to 46.56 million barrels, the lowest recorded in August 2016 [30]. This singular reason forced Nigeria to fall behind Angola as Africa's leading oil exporter in 2016 [31]. Other negative impact of oil terrorism in the Niger Delta was the incapacity of the federal government to finance its national budget. The 14 trillion revenue loss to militancy between 2003 and 2008 covers more than two years annual budget of Nigeria while the N1.5 trillion revenue loss to the Niger Delta militant group, Avengers alone in 2016 is equivalent to24.8 percent of the N6.06 trillion 2016 budget [30].

The implication of these oil-related conflicts in the Niger Delta is the necessity for a lasting peace in the region. This is important so as to amass the full benefits of the abundance of the natural resources for the transformation of the lives of the population and the society at large. Notably, some efforts and policies have been executed in that direction by previous and current administrations within the existing regulatory frameworks. However, it is important to interrogate whether these interventions have succeeded or otherwise. It has become a task to conduct an appraisal of the situation with a view to forging a lasting solution to the conflicts. In essence, one may be forced to ask, have interventions by government in the area of environmental protection in the Niger Delta succeeded or clogged?

Environmental Pollution and Politics of Interventions: The Niger Delta Experience

Several efforts have been directed towards finding a lasting solution to the problem of environmental pollution in the Niger Delta region. Specifically, there are facts which affirm that the Federal Government, oil companies operating in the region as well as some non-governmental agencies have made several efforts to provide some levels of intervention, part of which is the Oil Pollution Act of 1990 (OPA 1990) that provides guidance for government and industry on oil spill prevention, mitigation, clean-up and liability [32]. In particular, the provisions by the Act were targeted at reducing the number of spills, followed by reducing the quantity of the oil spilled. It equally created a comprehensive scheme to ensure that sufficient financial resources were available to clean up the spill and for compensations.

In similar manner, the Environmental Impact Assessment (EIA) Decree No 86 of 1992 was promulgated with the aim of providing protection to the environment. The decree made the development of an EIA compulsory for any major project that may have adverse effects on the environment. Among other things, it sought to address any impactful environmental issues, regardless of whether they have direct or indirect, short term and long term effects, as well as to identify possible available measures in order to mitigate negative environmental conditions. It is in the same vein that the administration of President Olusegun Obasanjo upgraded the defunct Federal Environmental Protection Agency (FEPA) to Federal Ministry of Environment. This was aimed at checkmating the adverse impact of oil and other human and natural activities on the ecosystem [33].

The National Oil Spill Detection and Response Agency (NOSDRA) was equally set up with the responsibility of managing oil spills in Nigeria. The establishing Act specifies that the Agency shall:

i. be responsible for surveillance and ensure compliance with all existing environmental legislation in the petroleum sector including those relating to prevention, detection and general management of oil spills, oily wastes and gas flare;
ii. enforce compliance with the provisions of international agreements, protocols, conventions and treaties relating to oil and gas and oil-spill response management and such other related agreements as may from time to time come into force;
iii. receive reports of oil spillages and co-ordinate oil spill response activities throughout Nigeria;
iv. co-ordinate the implementation of the Plan as may be formulated, from time to time, by the Federal Government;
v. co-ordinate the implementation of the Plan for the removal of hazardous and noxious substances as may be issued by the Federal Government;
vi. ensure that all oil industry operators in Nigeria subscribe to and be bonafide members of Clean Nigeria Associates (CNA) or any other similar association by whatever name called; and
vii. perform such other functions as may be required to achieve the aims and objectives of the Agency under this Act or any plan as may be formulated by the Federal Government pursuant to this Act.

The establishment of the agency was complemented with the creation of the Niger Delta Development Commission (NDDC) with tasks that include developing a master plan for the development of the Niger Delta, providing infrastructure and creating an enabling environment for industrialization and employment [34]. The Commission was mandated to perform the following functions:

i. Cause the Niger-Delta area to be surveyed in order to ascertain measures which are necessary to promote its physical and socio-economic development;
ii. Prepare plans and schemes designed to promote the physical development of the Niger Delta area;
iii. Identify factors inhibiting the development of the Niger-Delta and assist the member states in the formation and implementation of policies to ensure sound and efficient management of the resources of the Niger-Delta;

iv. Assess and report on any project funded or carried out in the Niger-Delta area by oil and gas producing companies and any other company including non-governmental organizations and ensure that funds released for such projects are properly utilized;
v. Tackle ecological and environmental problems that arise from the exploration of oil in the Niger-Delta area.
vi. Liaise with the various oil mineral and gas prospecting and producing companies on all matters of pollution prevention and control.

These agencies were outside the Department of Petroleum Resources (DPR), the Federal Ministry of Environment, state ministries of environment as well as the National Maritime Authority which also work to protect the environment.

Part of the petroleum-related regulations targeted at achieving environmental protection in the Niger Delta was the Nigerian Petroleum Act of 1969 which required all operators to comply with good oil field practice for the reduction of the risk of oil spills. The Act specifically gave the Minister of Petroleum Resources the authority to revoke the license of any operator that does not comply with that standard. Equally, the Environmental Guidelines and Standards for the Petroleum Industry (EGASPIN) was a regulation that required that oil companies commenced clean-up within twenty-four hours of occurrence of a spill. Whether that regulation was complied with remains a subject of argument, bearing in mind that most oil key players in the region undermined international standards in their operations. In particular, it is evident that Ogoniland and other areas of the Niger Delta including the highly-populated wetlands sensitive to environmental damage have not been reportedly taken care of, despite the existence of oil spill laws and regulation. In fact, [35] agrees that Shell has failed to treat Ogoniland as a host community and has, thus, failed to comply with good oil field practice.

In view of the obvious flouting of the extant laws, the federal government is accused of complicity in an apparent conspiracy to undermine environmental health in the Niger Delta region and even sacrifice it on the altar of profit-making. Over time, the efficacy of monitoring mechanisms of the government has been called to question. The government is not only an actor and partner in the oil business but is entrusted with the responsibility of enforcing environmental laws and standards. But the fact remains that it has not effectively discharged its functions to the detriment of the people of Niger Delta and her environment.

Conclusion and Recommendations

Since the commencement of oil production in commercial quantity in the Niger Delta, acts of terrorism which include blowing up of oil pipelines, oil installations and other platforms with explosives as well as seizure of oil barges, oil wells, flow stations, support vessels and other oil facilities with the aim of preventing the exploitation and distribution of crude oil or its refined products have thrived. These obviously deliberate acts are perpetrated with clear motive to draw attention to some multi-dimensional challenges in the region which require political solution, particularly the need to protect the environment frequently degraded as a result of the activities of the oil companies operating in the region. In fact, the dimension of oil terrorism in Nigeria takes even more alarming and dangerous dimension.

Obviously, the environment of the Niger Delta has been adversely impacted through pollution of various dimensions. The activities of the oil companies result in several ugly incidences such as oil spill which breach the right of the people to healthy living and use of ecosystem as source of livelihood. Sadly, this situation has continued unchecked.

In view of the obvious flouting of the extant environment-protection laws, the federal government is accused of complicity in the apparent conspiracy to undermine environmental health in the Niger Delta and sacrifice it on the altar of greed and profit-making. Over time, the efficacy of monitoring mechanisms of the government has been called to question. Pointers suggest that the regulators have become captured by vested interests doing business in the region, against collective interest. The resultant effect is continued degradation of the environment of Niger Delta with huge attendant consequences.

In the light of the foregoing, there is the need for authorities at federal level to rejig the regulatory agencies of government by way of ensuring that personnel with proven integrity are saddled with the responsibility of protecting the environment in the Niger Delta region. Besides, there is the need for strict regulation against compromise of collective interest in the region. There should be harsh penalty for defaulters so as to serve as deterrent to future acts of sabotage. Such acts of sabotage have, over time, made oil companies guilty of this misdemeanour to get away with their iniquity. In fact, the new law should stipulate and enforce far-reaching measures which must include shutting down operations of oil companies whose personnel compromise environmental standards in the region as well as compulsory confiscation of and forfeiture of their assets to government. On the other hand, a surveillance team needs to be put together by the federal government in each of the oil-producing states in the country with a responsibility to directly and independently provide quarterly report to government on matters pertaining to the environment. The team should comprise the locals, non-governmental organizations and renowned environmental activists. Certainly, the poor environment of the Niger Delta region of Nigeria needs to be salvaged with urgency. Allowing the status quo to remain should no longer be tolerated.

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The Effects of Abraham Maslow's theory on the Nigerian Educational System

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Abstract: *Modern educational planners and managers need to be equipped and guided by some relevant management theories and applicable principles to successfully manage the modern technological complex educational enterprise. They, therefore, do not need to rely on experience to be relevant. Parents and other stakeholders are making profound remand and expectations on educational system to produce a well balanced educated citizen. Abraham Maslow (1908-1970) in 1959, developed a theory of Hierarchy of Human Needs. This theory has not been explored and developed by Nigerian Educational Administrators and Planners. If effectively harnessed and harvested, Maslow's Theory would solve the educational needs of Nigerian Educational System and put it on higher pedestrial. From the foregoing, this author examined Abraham Maslow's Hierarchy of Needs and how this theory would help to address the multi-faceted challenges confronting our educational needs. This paper also examines the inherent benefits of Maslow's Theory and proffers solutions on the challenges of Nigeria's educational system.*

Key words: *Abraham Maslow Theory, Needs, Educational System*

Introduction

Every country evolves an educational system she taught would benefit the child, the community and help to move the country forward, technologically, economically and socially. In doing this, she designs a workable and functional educational system that would meet the expectations of the stakeholders – parents and the learners. The type of any educational system designed by any country must take into cognizance the cultural and diverse tradition peculiar to that society.

Nigeria as a developing country has designed her educational system, using the platform of the National Policy on Education (NPE) as the bible for all educational system in Nigeria. Before the Nigerian policy on education was designed in 1981, our educational system was dangling from American educational system to British educational system. Till date, both the National Policy on Education and other previous educational policies had not yet taken our educational system to the promised land. Perhaps due to the neglect of much robust and elaborated theories on education which our educational planners had ignored to our own peril (Nwankwo, 2014).

Therefore, certain educational and psychological theories could help to fill the gap in the systems which previous policies and programmes could not do. One of such robust, rich and oriented – driven theories is Abraham Maslow Theory of Needs. The society is in search of functional and goal oriented theories such as this to be able to meet the goals of education in Nigeria.

The Concept of a Theory:

The concept, theory is derived from a Greet word, “theoria”. Anyaogu, (2016), defined a theory as a logical organization of facts derived from scientific process. In other words, facts lead to theory and theories also lead to new facts. This means that a theory is a guide to the collection of facts and a guide to new knowledge. To psychologists, educational administrators and planners, a theory establishes a set of principles upon which action may be predicted and which decision may be based upon.

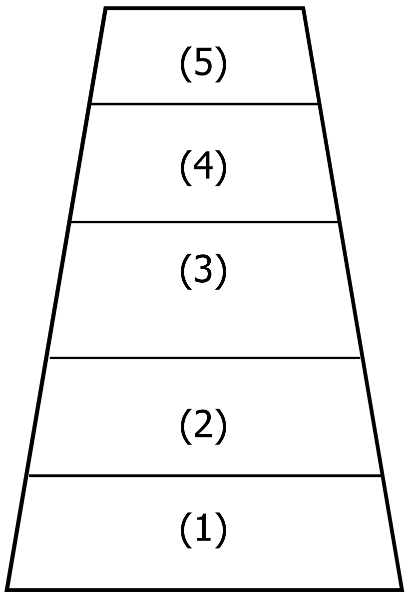
Hence, Walker, (1970), regarded a theory as a hypotheses which has undergone verification and which has potential for explaining and predicting events, and for the production of new knowledge. To Kimbrough and Nunnery, (1983), a theory can be viewed as a set of relevant, internally consistent postulates about a particular observable phenomenon along with definitions to enable the user to move from the abstract to the real in order to describe, explain, predict and advance knowledge.

In other words, education or put succinctly, teaching and learning cannot be achieved without a theory such as Maslow’s Theory. Knowledge too, cannot be advanced and be described or be explained in any form without applying a working theory.

Abraham Maslow’s theory of 1954

Abraham Maslow (1908-1970) developed the theory of hierarchy of needs in 1954. Some psychologists call it Theory of Self-Actualization; while others see it as theory of growth, motivation, need gratification. In whatever one may call it, it is the theory of needs of the society, which could leverage on the growth and development of Nigerian education. Abraham Maslow belonged to the group of psychologies called humanists.

He later grew to become a professor of Psychology. Anusiem (2000). Maslow maintained that human needs are ordered in a form of hierarchy and the satisfaction of one paves way for the emergence of another need in the hierarchy. He classified man's need into the followings:



(5) Self-actualization Needs
(eg. self-fulfillment)
(4) Esteem Needs
(eg. Ego, fame, status, recognition)
(3) Belongingness & Love Needs
(eg) love, to beloved social needs, affection).
(2) Safety Needs
(eg. security, order, protection).
(1) Physiological Needs
(eg. hunger, thirst, sex). (Anusiem, 2000).

Physiological Needs:

These are the basic needs of a learner. A learner who goes to school with empty stomach could hardly concentrate on what the teacher is teaching. The hunger affects his adjustment and behaviour in school. His classmate who come, to school with sweet smelling fried rice with chicken concentrates more than the hungry pupil. He is hungry, thirsty of basic drinks which could result in stealing. A pupil who does not also sleep well because of clustering of the family members in one room could hardly learn well.

Safety Needs:

Safety needs are such needs as protection from danger, threat, accidents, deprivation, physical harm, economic disaster, illness, fire disaster. Educational organizations can meet these needs by providing staff with safe working conditions, job security, regular salary, pension scheme, life insurance, medical services etc.

Social Needs:

Social needs include the desire for affection, belonging association, love, friendship, acceptance by other people. Non satisfaction of social needs may affect the mood and mental health of the staff which may reflect in absenteeism, poor performance, low job satisfaction, cold feelings and emotional breakdown of the individual. Membership of the groups in the organizations such as (school) plays a vital role in fulfilling this (Anyaogu, 2016).

Esteem Needs (ego)

Esteem needs relate to Ego. They are of two kinds: those needs that relate to ones self-esteem such as need for knowledge for self-confidence, independence, achievement and competence and needs that relate to one's reputation such as status, respect, recognition. Educational organizations and government can satisfy these needs through recognitions awards, promotions such as Head of Department, Director of Academic Planning, Dean of Faculties, etc.

Self-Actualization:
This is the highest need level in the hierarchy. It is also called self-fulfillment. This means to become what one wants to become. It involves the use of one's skills, abilities to realize one's potentialities for continued self-development.

The Nigerian Educational System:
The National Policy on Education recognized the primary education; secondary education and the Tertiary Education. Kayode, (2006) noted that the primary education begins at the age of six. Pupils spend six years and graduate with school leaving certificate. Subjects taught include English Language, Mathematics, Christian Religious Knowledge, Islamic Knowledge, Science, one of the three major languages. The Nigerian education system is 9-3-4 system of education which replaced the 6-3-3-4 system of the Universal Primary Education (UPE). The 4-3-4 system shows that the Nigerian child will spend six years in primary school and three years in junior secondary which is compulsory for all the Nigerian children; could proceed to the senior secondary for another three years and then go to the tertiary which is four years to graduate.

At the Junior Secondary level, the child is expected to do the following subjects viz: English Language, Mathematics, Religious and National Value which include Civic Education, Religious Studies and Security Education. Other subjects include Basic Technology, Creative Arts. The child is expected to write the Basic Education Certificate Examination (BECE). At the Senior Education the child specializes into Arts, Science but must offer the followings at the West African Senior School Certificate Examination (WASSCE); English Language, Mathematics, Civic Education, one Nigerian Language and a Science subject. After this, a child proceeds to any of the following tertiary education: College of Education; Polytechnic or University. (Aderinoye, 2007). The duration differs. For instance while Colleges of Education graduate after three years, Polytechnics and Universities graduates after two years and four/five years respectively.

Education is on the concurrent list of the Nigerian constitution. This means both the Federation and the State governments establish their own secondary and tertiary institutions. They also fund the universities and other tertiary institutions which they established. Primary education is supervised by the various local governments (Nwana, 2008).

Inherent Problems in the Nigerian Educational System.
Abraham Maslow indicated the followings which are lacking in Nigeria's educational system as:

(a) One strives to look forward towards achieving his future goals. The Nigerian child lacks the intellectual capacity to fully experience life and focus on the future to realize his potentialities. The teacher/lecturer could also not look forward to future to realize his potentialities. Strikes, lack of food, lack of shelter have killed the interest of both the learner and their educators.

(b) The Nigerian Education system cannot make growth as shown in the hierarchy of needs. There is rather fear choices. The Nigerian child could hardly develop his potentials due to fraught in our educational system. The teacher/lecturer is hopeless. Salaries and allowances of educational personnel are not paid. Gratuity is not paid too.

(c) The Nigerian Educational system is devoid of one searching for one's talent and values as Maslow propounded. The Nigerian child lacks the requisite facilities and technologies to achieve his talent. Our laboratories are mere shadows of themselves. Most of the courses are cognitive-orientated, rather than psychomotor-based. This means that the society places more premiums on certificates rather than skill and craftsmanship.

(d) Also, the Nigerian educational system lacks the peak moment experiences – that is moments of joy, ecstasy and personal fulfillment. Teachers are not satisfied with their conditions of service, lecturers are not satisfied with the environment under which they work. Learners and graduate of all levels of education could hardly beat their chest and said they have achieved their aim of going to school. The job is not there, the salary is not there too. There is no provision for job creation by the government.

(e) Nigerian education could not make their graduates self-assertive and self-expressive as postulated by Maslow. When one is self-actualized, he becomes self-assertive. He commands power, status and authority. He becomes self-expressive meaning he could venture into any profession and succeeds with the prevailing environment. Teachers and lecturers could not be said to be self-expressive. Unions are banned, pressure groups banned. Union leaders are arrested by government agencies.

(f) The Nigerian educational system does not provide for the physiological needs of the educational personnel. There is danger and fear in the land due to security breakdown. The economy is in bad shape. Prices of commodities skyrocket everyday; thereby taking 90% of workers' salaries. There is no free medical services for teachers and students, no job security, no pension as pensioners die due to non-payment of their pensions, salaries remain same while inflation increases daily.

(g) On Social Needs, there is no provision for sports, picnics and relaxation centres for the personnel. The government budget on education is below 26% as recommended by United Nations. This has affected the personnel's morale and consequently low job satisfaction, cold feeling for work, absenteeism as education is under funded.

Solutions/Recommendations

In the face of the challenges bedeviling the Nigerian education system, the following solutions are proffered; using Abraham Maslow's theory.

1. **Motivation:**

   The Nigerian educational managers should motivate the teachers to do their work with joy and satisfaction. Teachers and other staff of our educational systems should receive their salaries promptly. Allowances and other benefits that accrue to them should be paid equally so as to motivate them to carry out their responsibilities with diligence and dedication it deserves. Teachers and other personnel could hardly do their work when salaries are owed for as much as thirty months. The system would surely collapse. Pensions should also be paid to pensioners too.

   They should be encouraged to work with the necessary facilities provided. A situation whereby there is dearth of teaching facilities do not encourage teaching and learning. Teachers should be given such incentives as car loans to boost their status in the society.

   On the other hand, learners should be provided with writing materials, furniture, uniforms, bags and other incentives to motivate them to learn with interest. A situation where the government does not provide all these to the learners hampers learning.

2. **Provision of Basic Needs in the Society:**

   It is the duty of government to provide basic fundamental needs to the populace. Such basic needs include housing schemes, food, etc. The teachers salaries are too meager to provide for a comfortable shelter and food for the family.

In situations, where government could not provide for these, they could subsidize them for the affordability of the teachers.

3. **Provision of Security:**
Government should provide security in our school system. A situation where students and lecturers are kidnapped and killed does not encourage learning in our school system. In this direction, law enforcement agencies such as Police, army should be provided in our school gates to forestall possible attack by hoodlums and bandits. Teaching and learning should be carried out in a conducive and free environment, devoid of any security threats. The children, the teachers and other educational personnel should be protected to do their work.

4. Government should appreciate and respect our educational personnel especially when they discharge their responsibilities effectively well. This they can do by awards, bursaries. When a staff is recognized and appreciated by his employers, he will be moved to do more. Regrettably, our teachers are not loved but rather hated and treated with disdain. This is unfortunate.

5. **Encouraging affection, belongingness, acceptance and friendship:** It is the duty of the teachers and other educational staff to seek affection; love, acceptance and friendship. No man is island unto himself according to Aristotle. Man needs others to exist in order to realize his social inherences. Man needs social acceptance by others.

Regrettably, our governments stifle these needs in our educational organizations. The government most times ban unions on campus. This does not encourage learning.

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