Online ISSN : 2249-460X
Print ISSN : 0975-587X
DOI : 10.17406/GJHSS

Global Journal
of Human Social Sciences: H

Interdisciplinary

Concept of "Labor Constitution"

The Exotic Influence of Fiscal Policy

Highlights

Judicial Workers in Dutse Metropolis

Public Perception on the Menace of Corruption

Discovering Thoughts, Inventing Future

VOLUME 20 ISSUE 7 VERSION 1.0

Global Journal of Human-Social Science: H
Interdisciplinary

Volume 20 Issue 7 (Ver. 1.0)

Open Association of Research Society

Incorporation No.: 0423089
License No.: 42125/022010/1186
Registration No.: 430374
Import-Export Code: 1109007027
Employer Identification Number (EIN):
USA Tax ID: 98-0673427

Global Journals Inc.

*(A Delaware USA Incorporation with "Good Standing"; **Reg. Number: 0423089**)*

Sponsors: Open Association of Research Society
Open Scientific Standards

Publisher's Headquarters office

Global Journals® Headquarters
945th Concord Streets,
Framingham Massachusetts Pin: 01701,
United States of America
USA Toll Free: +001-888-839-7392
USA Toll Free Fax: +001-888-839-7392

Offset Typesetting

Global Journals Incorporated
2nd, Lansdowne, Lansdowne Rd., Croydon-Surrey,
Pin: CR9 2ER, United Kingdom

Packaging & Continental Dispatching

Global Journals Pvt Ltd
E-3130 Sudama Nagar, Near Gopur Square,
Indore, M.P., Pin:452009, India

Find a correspondence nodal officer near you

To find nodal officer of your country, please email us at *local@globaljournals.org*

eContacts

Press Inquiries: *press@globaljournals.org*
Investor Inquiries: *investors@globaljournals.org*
Technical Support: *technology@globaljournals.org*
Media & Releases: *media@globaljournals.org*

Pricing (Excluding Air Parcel Charges):

Yearly Subscription (Personal & Institutional)
250 USD (B/W) & 350 USD (Color)

Contents of the Issue

Global Journal of human-social science: H
Interdisciplinary
Volume 20 Issue 7 Version 1.0 Year 2020
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460x & Print ISSN: 0975-587X

A Microscopic View of the Exotic Influence of Fiscal Policy on Some Selected Macroeconomic Variables in Nigeria

By Past. Dr. Abomaye-Nimenibo, Williams Aminadokiari Samuel
Obong University

Abstract- The paper examines the impact of fiscal policy on certain macroeconomic variables in Nigeria from 1980 to 2015. We used Government Expenditure, Total tax revenue, Unemployment rate and Gross Domestic Product (GDP) variables data from CBN statistical bulletins. Our econometric analysis used was the Ordinary Least Square (OLS) and co-integration. The OLS result revealed that there is a significant relationship between government expenditure and unemployment rate, as well as economic growth in Nigeria, but there was no substantial relationship between government tax revenue and unemployment in Nigeria, as well as no serious relationship existed between the government tax revenue and economic growth in Nigeria. The results of the co- integration text revealed a long-run relationship among the variables; and the study suggests that government should implement appropriate fiscal policies to stimulate the economy and also find answers to reduce the unemployment rate, use necessary financial policy tools to fine-tune the economy in terms of government spending and taxation to enhance the economic growth of Nigeria.

Keywords: macroeconomic variables, government expenditure, government spending, total tax revenue, gross domestic product (GDP), unemployment, unemployment rate, economic growth, fiscal policy.

GJHSS-H Classification: FOR Code: 910199

AMICROSCOPICVIEWOFTHEEXOTICINFLUENCEOFFISCALPOLICYONSOMESELECTEDMACROECONOMICVARIABLESINNIGERIA

A Microscopic View of the Exotic Influence of Fiscal Policy on Some Selected Macroeconomic Variables in Nigeria

Past. Dr. Abomaye-Nimenibo, Williams Aminadokiari Samuel

Abstract- The paper examines the impact of fiscal policy on certain macroeconomic variables in Nigeria from 1980 to 2015. We used Government Expenditure, Total tax revenue, Unemployment rate and Gross Domestic Product (GDP) variables data from CBN statistical bulletins. Our econometric analysis used was the Ordinary Least Square (OLS) and co-integration. The OLS result revealed that there is a significant relationship between government expenditure and unemployment rate, as well as economic growth in Nigeria, but there was no substantial relationship between government tax revenue and unemployment in Nigeria, as well as no serious relationship existed between the government tax revenue and economic growth in Nigeria. The results of the co- integration text revealed a long-run relationship among the variables; and the study suggests that government should implement appropriate fiscal policies to stimulate the economy and also find answers to reduce the unemployment rate, use necessary financial policy tools to fine-tune the economy in terms of government spending and taxation to enhance the economic growth of Nigeria.

Keywords: macroeconomic variables, government expenditure, government spending, total tax revenue, gross domestic product (GDP), unemployment, unemployment rate, economic growth, fiscal policy.

I. Introduction

a) *Background of the Study*

Fiscal policy refers to government policy regarding the raising of revenue through the use of taxation and persuasion to deciding on the level and pattern of expenditure for the sole reason of influencing economic activities to attain some desirable macroeconomics goals. Fiscal policy is that tool used by the government of any nation to fine-tune and adjust its spending levels and that of its tax rates to monitor and influence its economy. In essence, it is the management of the economy by the government using its power to generate income and spend the same to achieve certain desirable macroeconomic goals of the economy of full employment. Tom-Ekine (2013) stated that Fiscal policy is concerned with the action of the government to collect money in taxes and spend the same, to influence the condition of the county's economy.

The main objectives of fiscal policy include attainment of full employment, price stability, accelerating the rate of economic development, optimum allocation of resources, equitable distribution of income and wealth, economic stability, and growth, capital formation, and investment, etc. Akpakpan (1999) stated that one of the primary objectives of fiscal policy is to smooth out the fluctuations in economic activities that often cause unemployment and inflation. Specifically, a crucial role of fiscal policy is to stabilize the economy. In the light of the above, over the years the various governments in Nigeria have enunciated and implemented a myriad of macroeconomic policy options especially fiscal policy in an attempt to tackle the problem of unemployment in Nigeria (Abomaye-Nimenibo & Inimino, 2016).

Achieving these objectives means generating significant revenues, diversification of revenue sources besides crude oil revenue through the reduction in the tax burden on individuals and corporate bodies, maintenance of economic equilibrium to curtail inflationary pressures, accelerate economically growth, reduce the balance of payments deficits and generate an increase in employment, guaranteeing actual protection of domestic industries, promotion of self-reliant development, substantial progressive reduction and elimination of government budget deficits cost recovering of social services and public enterprises, including the streamlining of the process of deregulation, integration of the internal sector of the economy into the mainstream, improving the effective control and efficiency in government fiscal operations. Proper management of public finances require transparency, accountability, financing, fighting the twin issues of low productivity in agriculture and low capacity utilization in manufacturing, reduction of the heavy burden of both external and internal debts, correction of the distorted patterns of both domestic consumption and production and minimization of existing inequalities in wealth, income and consumption standards which tend to undermine production efficiency, offend a sense of social justice and endanger political stability (Antai, 2003).

Author: Ph.D, M.Sc., B.Sc. Economics, MBA Management and UD, Personnel Management and Industrial Relations, Director of Post Graduate Studies, School of Post Graduate Studies, Obong University, Obong Ntak, Etim Ekpo Local Government Area, Akwa Ibom State. Nigeria. e-mail: wasanim2006@yahoo.com

The Central Bank of Nigeria uses Fiscal and monetary policies to fine- tune the economy and to influence the supply of money in a nation. The two strategies, when used efficiently will enhance macroeconomic goals in a country. These goals to be achieved include price stability, full employment, reduction of poverty levels, sustainable economic growth, a favourable balance of payment and reduction of a nation's debt. Nigeria's has potency to grow economically and reduce poverty level, but the full realization of these is yet to be grasped. A key constraint has been the way macroeconomics policies especially those of fiscal and monetary policies are being handled; leading to rising inflation and a decline in real income. To curb the menace of unemployment, inflation and increase real income then the economy has to contend with the volatility of revenue and expenditure. Odewunmi (2012) has observed that there has been widespread lack of fiscal discipline which was further exacerbated by poor co-ordination of economic policy among the three tiers of government; and this was as a result of weak revenue base arising from high marginal tax rate having a very narrow tax base, that results in low tax compliance. Hence, these and other factors have caused grave macroeconomic imbalances in Nigeria.

Some macroeconomic indices show that inflation accelerated to double- digit levels from 6.94 in 2000 to 18.87 in 2001, (IMF, 2001 report). This double-digit inflation continued up to 2005 and decreased to a single digit in 2006 and 2007, which inflation rate reverted to 11.58 in 2008 and continued to increase to 13.72% in 2013(IMF, 2013).

Unemployment has been a major political and economic problem in most countries. Nigeria is endowed with diverse and huge in human and material resources are expected not to have issues in economic growth, but the reverse is the case. She is bedevilled with systemic corruption for so many years; civil war, military rule, and mismanagement were found to have hindered the growth of the economy. Nigeria has had years of negligence, adverse economic policies, under-utilization of her resources (Economic Watch, 2010), which contributed to the rising unemployment rate, even 13.1% in 2000 and 21.1% in 2013 (Nigerian Bureau of Statistics, 2013; CBN, 2013). Poverty reduction or alleviation has been a foremost monster to fight against by various governments of Nigeria, and as such different programmes have been launched. In 1986, the Babangida administration brought in the National Directorate of Employment (NDE), which aimed at creating jobs for the unemployed youths in search of gainful employment, with the intent to reducing the incidence of unemployment in the country. National Poverty Eradication Programme (NAPEP) came into existence in 2001. Others include the Agricultural Development Programme (ADP), Family Support Programme and empowerment programme (*SURE-P*). With all these programmes set in place, but no meaningful development has been seen as the unemployment rate in Nigeria keeps on increasing. The president of NLC, Abdulwaheed Omar on Thursday, July 16, 2013, in the Guardian newspaper reported that "Nigeria faced a monumental unemployment problem, with an unemployment time bomb awaiting explosion as per capita income, which is the chief index for measuring the poverty level is showing any sign of improvement in the standard of living. Since 2000, the per capita income has been on steady increase as it rose from ₦39, 657 to ₦71, 131 in the year 2013, (IMF, 2013). This increase in per capita income has not led to an upsurge in the standard of living of the citizens because of the increasing cost of goods and services. Nigeria's indebtedness is a source of concern to the Public Finance Management.

Nwankwo (2010) and Okwo (2010) stated that Nigeria's debt profile was $32.5 billion i.e., ₦5.2 trillion as of September 2010. In the year 2000, the total outstanding debt of Nigeria was ₦3.995 trillion, and there continued to be an upward trend until in 2006 when it came down to ₦3.177 trillion as a result of some debt cancellation agreement between Nigeria and the Paris Club. After that, the debt profile rose and reached ₦5.241 trillion by the end of 2010 (CBN 2013). Also, the expenditure pattern of Nigeria has been on the increase.

At the moment Nigeria is faced with the challenge of reducing the high rate of crime, prostitution, corruption, political thuggery, religious riots, communal clashes, insurgency/terrorism, among others which to some extent are traceable to youth unemployment. Hence, the most disturbing thing in the country is the menace of unemployment.

However, the Studies by Okowa (1997), Gbosi (2002), Agiobenebo (2003) and Medee & Nenbee (2011) indicate that Nigeria's economy is still married by prolonged unemployment, high rate of inflation, reliance on foreign technology, monoculture foreign exchange earnings from crude oil, and more; meaning that the Nigerian economic environment has been relatively unstable. Precisely, the economy has since been experiencing a rising rate of unemployment.

In 2007, Nigeria's unemployment rate stood at 12.7 percent. The situation worsened again in 2008 when the nation's unemployment rate rose to 14.3 percent. The unemployment rate in 2009 was 19.7 percent, and by 2010, it has climbed to an unprecedented high rate of 21.1 percent, and 21.6 percent in 2012 (National Bureau of Statistics, Labour Force Survey, Dec. 2012). Since then, there has not been any remarkable improvement despite all the laudable efforts of the government at addressing the trouble of unemployment; it remains a real problem in Nigeria. The reasons for this and likely remedies have not been adequately explored. Hence, there is a need to empirically examine the impact of fiscal policy on

Global Journal of Human-Social Science (H) Volume XX Issue VII Version I Year 2020

unemployment in Nigeria. This study, therefore, stands out to X-ray the relationship that exists between fiscal policy and unemployment in Nigeria. Specifically, the purpose of this paper is to examine fiscal policy (proxy by government expenditure on capital projects, its recurrent expenditure, and total tax revenue) and how it has impacted on unemployment in Nigeria using a figure from 1980 to 2015.

b) Statement of the Problem

The problem of unemployment and inflation is becoming chronic and without any solution in sight. The concern of unemployment and inflation has been apprehensive due to the prevalent unbridled rural-urban migration, the global economic meltdown, retrenchments, among others. To check the impact of fiscal policy on Unemployment and Economic growth in Nigeria becomes our focus. Generally, an increase in government expenditure should lead to reduced unemployment rate, but in Nigeria, the reverse is the case, i.e., as total expenditure increases, the amount of unemployment rises correspondingly, because a greater percentage of the total expenditure is channelled to recurrent expenditure, and the proportion is worsening. In 2000, the percentage of the total recurrent expenditure was 66% and increased to 79% in 2010; meaning that less percentage of the total spending is on capital projects, which should create jobs in the economy. Nigeria's 2012 budget is dwindled toward recurrent expenditure, and the government proposed more spending on running the administration rather than in the badly needed infrastructural projects to create jobs and boost growth in the continent's second-largest economy (Olajide and Adekoya, 2012).

The Nigerian economy has been plagued with several challenges over the years. Researchers have identified some of these challenges as gross mismanagement/ misappropriation of public funds (Okemini and Uranta, 2008), lack of integration of macroeconomic plans, and the absence of harmonious coordination of fiscal policies (Onoh, 2007); policies that are inappropriate and ineffective (Anyanwu, 2007), corruption and ineffective economic policies (Gbosi, 2007); Imprudent public spending and weak sectoral linkages and other socio-economic maladies constitute the bane of rapid economic growth and development (Amadi, 2006). The greatest problem Nigeria is facing today is that of inability in managing her enormous human capital and material endowment amongst others.

c) Objectives of the Study

The basic aim of this study is to examine the influence of fiscal policy on selected macroeconomic variables in Nigeria from 1980 to 2015. Other goals are as follows:

i. To examine the relationship between government expenditure and the unemployment rate in Nigeria;
ii. To examine the relationship between total tax revenue and the unemployment rate in Nigeria;
iii. To examine the relationship between government expenditure and economic growth in Nigeria; and
iv. To examine the relationship between total tax revenue and economic growth in Nigeria.

d) Research Hypotheses

This study made use of the following null hypotheses as our guide:

Ho1: There is no significant relationship between government expenditure and the unemployment rate in Nigeria;

Ho2: There is no significant relationship between total tax revenue and the unemployment rate in Nigeria;

Ho3: There is no significant relationship between government expenditure and economic growth in Nigeria; and

Ho4: There is no significant relationship between total tax revenue and economic growth in Nigeria.

e) Definition of Terms

Fiscal Policy: Refers to practice of using the financial instruments of taxation, government spending and the budget deficit by the government to achieve its economic objectives.

Unemployment: Unemployment is a state in which some people who are of the working population, capable and willing to work are unable to gain befitting job to do at the prevailing wage rate.

Inflation: Refers to the continual increase in the general price level of goods and services.

Macro-economic variables: There are indicators of the overall state of a country's economy.

Taxation is the method by which governments finance their spending by levying charges on their citizens and business entities to generate revenue. Taxation is involuntary and failure to pay any due tax (es) can result in imprisonment. The government often use taxation to encourage or discourage some economic decisions (Abomaye-Nimenibo, 2017a).

Recurrent Expenditure is the expenditure made that does not result in the creation or acquisition of fixed assets, but on wages, salaries and supplement, purchase of goods and services and consumption of fixed capital, i.e., depreciation expenses.

Capital Expenditure is the expenditure made by business units or organizations to acquire and maintain fixed assets, such as land, building, and equipment upgrade physical assets such as property, industrial buildings or projects or investments over a period.

II. Literature Review and Theoretical Framework

Our literature review covers the following: the conceptual framework in which the concepts of fiscal policy, economic growth, and the concept of unemployment is discussed. Secondly, the theoretical framework in which some theories of economic growth and unemployment are discussed. Thirdly, the empirical literature in which several works which were carried out by different people on this same topic are deliberated, and lastly the summary of the literature reviewed.

a) Conceptual Framework

i. *The Concept of Fiscal Policy*

Fiscal policy is the technique used by the government to adjust its spending levels and tax rates to monitor and influence a nation's economy. It is defined as how a government adjusts its level of spending to observe and affect a nation's economy (Reem (2009).

It is the strategy adopted to fine-tune monetary policy through which Central bank influences a nation's money supply. These two policies are used in various combinations to direct a country's economic goals. We look at how fiscal policy works, and how it is supervised, and its implementation affect different categories of people in an economy. Fiscal policy is undoubtedly one of the most essential tools used by the government to achieve the macroeconomic stability of the economy (Siyan and Adebayo, 2005).

The laissez-faire approach of the government towards the running of the economy came to an end in the late 1930s, and a new approach to regulate the economy through unemployment, business cycles, inflation and the cost of the money came into existence whereby a mixture of monetary and fiscal policies was used.

The use of the fiscal policy centres on the theories of British economist John Maynard Keynes whose theory states that governments can influence macroeconomic productivity levels by increasing or decreasing tax levels and public spending. This influence, in turn, curbs inflation (generally considered to be healthy when it is between 2-3%), increases employment, and maintains a strong value of money. From that time of this theory onward, the use of both monetary and fiscal policies to fine-tune the economy began. There are two types of fiscal policy that is, the expansionary and contractionary policies.

The objective of expansionary fiscal policy is to reduce unemployment. Thus, an increase in government spending and decrease in taxes will bring better GDP and reduced unemployment. The use of expansionary policies can cause some inflation to the economy, whereas, on the other hand, the independent usage of contractionary fiscal policy is also capable of reducing inflation. Therefore, a decrease in government spending and an increase in taxes when implemented lead to decreasing inflation, and can also trigger some unemployment. Again, fiscal policy makes aggregate demand increase directly as government spending increases is referred to as expansionary or loose policy. In contrast, fiscal policy is considered contractionary or tight if it reduces demand by lowering spending.

The objectives of fiscal policy vary with time and in enforcement. In the short run, government pay attention to macroeconomic stabilization with sole purposes of stimulating a sickly economy, fighting rising inflation, or facilitating the reduction of external vulnerabilities. In the long run, the goal is to bring about a sustainable growth or alleviate poverty with deliberate actions on the supply side to develop the infrastructural base of the nation with quality educational standard. These objectives are the same among countries, but their relative importance depends on the country's circumstances, which priorities may reflect the business cycle response to a natural disaster, and bring about development while improving on the demographics and resource endowments.

The macroeconomic effects of fiscal policy have been in two dimensions of reduced expenditure (less spending) and the condensed revenue (fewer taxes). The lessened expenditure will have a little effect on GDP and do not impact significantly on private consumption. Although they do hurt private investment, a varied outcome on housing prices, which will lead to a quick fall in stock prices and depreciation of the real effective exchange rate. On the other hand, reduced taxes have the inverse outcomes as they do have positive (although lagged) effects on GDP and private investment, which always have a positive consequence on both housing and stock prices; and as well lead to an appreciation of the real effective exchange rate. Fiscal policy is a powerful tool that is used to keep the economy in balance, and putting them into practice is quite a difficult task because of various reasons.

Government spending levels are not easily changed. A greater part of government spending is on health care, social service, and veterans' benefits and such as expenditures. Thus, changes in government expenditure are usually of a small fraction of the budget that is an unrestricted spending, meaning that the government has a less freedom to increase or decrease spending.

Another constraining factor the government faces is that it works with estimations instead of exact amount. Lawmakers decide on fiscal policies based on the past behaviours of individuals. This way of judgment is risky because prediction based on the current response to a tax cut today will not be the same response in the future.

Despite the fact that fiscal policy affects the economy over time, because policy adjustment takes time to materialize, and the economy might be moving in the opposite direction. So, fiscal policy would only add to the new trend, instead of correcting the original problem.

The pressure that people in authority experienced, of pleasing the citizens hinders fiscal policy as well. Expansionary fiscal policy (reduced taxes) is a popular choice, but it can't be applied in every situation, and thus, puts the authorities in a predicament when the contractionary policy has to be applied and instils fear into the minds of the executioners as a backlash from the voters. Furthermore, the execution of fiscal policy requires a coordinated effort from multiple receptacles of the government, and to be operative, the fiscal policy has to be in coordination with the monetary policies of the Central Bank.

ii. *Long-Run Relationship between Fiscal Policy Measurements and Economic Growth in Nigeria*

Fiscal policy in Nigeria has been generally pro-cyclical, which makes it a most important source of macroeconomic instability in the country. For example, while the average GDP growth rate was 8.1 percent in 2004-2008, the prime fiscal deficit excluding grants was at 6.6 percent of GDP, and the overall deficit without grants was 9.3 percent; in 2011. Nigeria's budget deficit rose to 12.7 percent of GDP, with an overall public sector deficit of 18.6 percent of GDP.

Fiscal stability was realized since the mid-1990s that requires efforts in strengthening fiscal discipline and reformation of the tax system for increase in tax revenue with less dependence on foreign aids to sustain the stability of the economy in the future.

The economic classification of expenditures between 2009 and 2011 revealed that 61 percent of the total expenditure was on Military Expenditures, Compensation of Employees, Pensions, and Debt Servicing, while the corresponding expenditure of 2006-2008 was about 58 percent of the total budget. There was budget increase from 20 percent of total spending in 2006 to 26 percent in 2011 (World Bank, 2012). It is noteworthy to say that Debt servicing and pensions for accrued rights which are contractually binding on the nation to honour and cannot be easily changed.

Similarly, expenditure on salaries and compensations are recurrent and entails a difficult process to implement or change because of political cost involved, welfare loss it will generate, capital spending and subsidies, which are categories of spending that can be reversed easily, amounted to 25 percent of the total amount spent in 2009-2011, as against 28 percent in 2006-2008, while the capital spending dropped to 16 percent of the total spent in 2011 from 21 percent in 2006 despite the increase in subsidy share.

iii. *Influence of Fiscal Policy on Economic Growth in Nigeria*

Fiscal policy as earlier stated is the practise of taxation and public expending to influence the level of economic activities, and its implementation through the government's budget. The budget is an action plan which the government uses to guide itself in the administration of the government sector. The budget is the picturesque of the country's economy, and it is a public document used as a tool in the management of a nation's economy (Omitogun and Ayinla, 2007).

Fiscal policy is the government's deliberate actions in spending money and levying taxes to influence macro-economic variables in the desired direction to achieve sustainable economic growth, high employment creation, and low inflation (Microsoft Corporation, 2004). Consequently, fiscal policy aims at stabilizing the economy, so that increase in government spending and the reduction in taxes pulls the economy out of a recession; while reduced spending or increased taxes slow down a boom (Dornbusch and Fischer, 1990).

Fiscal policy is the use of government spending, taxation and borrowing to implement her economic activities to achieve the level of growth in aggregate demand, output, and employment. The fiscal policy entails the government's management of the economy through the manipulation of its income and spending power to achieve certain desired macroeconomic objectives amongst which is economic growth (Medee and Nembee, 2011). Olawunmi and Tajudeen (2007) orate that fiscal policy has conventionally been associated with the use of taxation and public expenditure to influence the level of economic activities. They further said that the implementation of fiscal policy is fundamentally routed in the government's budget. Fiscal policy aims at achieving macroeconomic policies; reconcile the changes which the government modifies in taxation and expenditure, to regulate the full employment, price stability, and increase in total demand to be used through instruments such as government expenditures, taxation and debt management (Hottz-Eakin, Lovely and Tosin, 2009). Anyanwu (1993) noted that the objectives of fiscal policy are to promote economic conditions that will bring the conducive environment for business growth while ensuring that any such government actions are consistent with economic stability.

From the preceding, it is clear that if fiscal policy is circumspectly used, and synchronized with other measures, brings about business cycles leading to economic growth and stability.

Fiscal dominance occurs when fiscal policy is independently set against monetary policy where government debt is pegged, and the budget constraint must be satisfied; so that fiscal deficits would be magnetized sooner or later. The Central Bank at such a time has to fascinate the deficits as so that the size of the financial system to be equal with the size of the fiscal deficits. Thus, monetary policies have to be applied to bring the shallow financial systems up for it to equate with the level of the deficit to play an accommodative role. In such low-income countries, government securities markets are underdeveloped, and the Central Bank does not hold sufficient amounts of tangible securities and lacks suitable and adequate instruments of monetary control to reduce which the Central Bank can independently handle which may not necessarily bring about an independent monetary policy (Oyejide, 2003).

iv. *Taxation as a Tool of Fiscal Policy and Economic Growth in Nigeria*

In early 1992, the government of Nigeria issued a fresh policy to deal with the same lingering recession that occurred in the United States. By executive order, the amount of income taxes that were being withdrawn from spenders' pay checks was reduced, but the command did not reduce the amount of taxes owed; but rather payment was delayed. The higher take-home pay that spenders received during 1992 was offset by higher tax payments, or smaller tax refunds, when income taxes were due in April 1993. The question that borders the mind of the people was- what effect has this policy had?

The Barro-Ramsey or Diamond-Samuelson model of fiscal policy, clarifies things by saying that consumers whose lifetime resources were not changed should realize and save the extra take-home pay in readiness to meet the upcoming tax liability. The President claimed that his policy of lower tax rate would provide "money people can use to help pay for clothing, college, or to get a new car" which policy was believed to stimulate consumers to spend their extra income, thereby stimulating aggregate demand and help the economy recover from the recession, which worked out. Matthew Shapiro and Joel Slemrod (1995) after the announcement of the policy conducted a survey by asked people what they would do with their extra income. Fifty-seven percent of the respondents said they would save it, use it to repay debts, or adjust their withholding tax to reverse the effect of the president's executive order, while the remaining forty-three percent would just spend the extra cash. The survey revealed that the assumptions of the Standard theory were satisfied as most people planned to save and use it to repay debts rather than just spend the surplus.

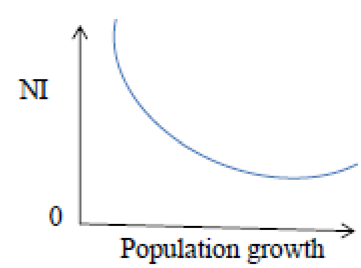
v. *The Concept of Economic Growth*

Economic Growth is the increase in the inflation-adjusted market value of the goods and services produced by the economy over a year, and it is measured as the percent rate of increase in real gross domestic product (GDP) in per capita terms.

Growth is usually calculated in real terms, i.e., inflation-adjusted terms to eliminate the distorting effect of inflation on the price of goods produced. The National Income Accounting method is one of the tools of measurement of economic growth.

The rate of economic growth is the regular annual growth rate in GDP between the first and the last year of operation meaning that, it is the movement in the average level of GDP over the epoch, which implicitly ignores the fluctuations in the GDP around the trend. An increase in economic growth is the more efficient use of inputs such as labour productivity, physical capital, energy, or materials, which is *intensive growth*. The GDP growth caused only by an increase in the number of inputs available for use (increased population, new territory) is called *extensive growth*.

Economic growth has been well-defined in two ways, the first as the sustained annual increases in an economy's real national income over a long period, and the second being the rising trend of net national product at constant prices which was criticized as inadequate and unsatisfactory because, while the total national income may be increasing, the standard of living may be decreasing, and the population growing at a faster rate than the total national income. This is so, if national income (NI) is rising by 1% per year and the population is increasing at 2% per year, the standard of living of the people will tend to fall, since, the population increases faster than the national income, and the per capita income will keep on declining. In a normal situation, the per capita income will rise as the national income surges up faster than the populace. We demonstrate this graphically as follows:



Therefore, the third and better way of defining economic growth is to do so in terms of per capita income which view means that the annual increase in real per capita income of a country is over a long period. Defining economic growth in terms of per capita income or output is better because it is out to raise the standard of living of the people.

Another point that is worth mentioning about the definition of economic growth is that the increase in national income or more correctly increase in per capita income or output must be a 'sustained increase' if it is to be called economic growth. By a sustained increase in per capita income, we mean the upward or rising trend in per capita income over a long time. A mere short-period rise in per capita income, such as that which occurs over a business cycle, cannot be validly called economic growth.

The rate of economic growth is measured both in terms of an increase in overall Gross National Product (GNP) or Net National Product (NNP) and that of an increase in per capita income i.e. how much real goods and services is produced in the country. The Gross National Product (GNP) measures the total output of goods and services produced, which an average person of the community will have for consumption and investment, that is, an average level of living of a citizen of a country.

Thus, the World Bank and IMF have employed both measures of economic growth in their comparism of growth and standard of living of developed and undeveloped countries which has been published in the annual World Development Report. The Indian Central Statistical Organization (CSO) and the Reserve Bank of India has been measuring economic growth based on both overall GNP or NNP and per capita income. Their study reveals a remarkable feature that economic growth achieved in recent years is higher in developing countries than in developed countries. However, in the past decades to the present, it was observable that developed countries documented higher growth rates than the developing countries, which remained static for a lengthy period. So, per capita income, and living standard of the people of the developed countries are higher than the developing countries.

However, the growth rate of the economy is calculated using data on GDP, which is usually estimated by each country's statistical agencies. The percentage of growth of GDP/capita is calculated using data on GDP and people for the initial and final periods included in the analysis. In national income accounting, per capita output is calculated using the following factors: output per unit of labour input (i.e., labour productivity), hours worked (intensity), the percentage of the working-age population (participation rate) and the proportion of the working-age population to the total population (demography), and the rate of change of GDP/population being the sum of the rates of change of the four variables including their cross products. Increases in labour productivity (the ratio of the value of output to labour input) have historically been the most important source of real per capita economic growth. Professor Robert Solow stated that technological progress has accounted for 80 percent of the long-term rise in the U.S. per capita income, with increased investment in capital which explained the remaining 20 percent."

There are various measures of productivity i.e. the broad measure of productivity. By contrast, total factor productivity (TFP) growth measures are the change in total output relative to the change in capital and labour inputs.

vi. *The Concept of Unemployment*

Unemployment according to International Labour Organization (ILO) is the proportion of the labour force that was available for work but where not engaged for at least one hour in the week preceding the survey period. The Nigerian National Bureau of Statistics (N.B.S) defines unemployment as the proportion of the labour force that is available for work but did not work for at least thirty-nine (39) hours in the week preceding survey period.

Unemployment is a situation in which some people who fall within the ages of the working population, capable and willing to work are unable to obtain befitting work to do at the prevailing wage rate. Unemployment refers to the number of the economically active population who are without work but available for and seeing work, including people who have lost their jobs and those who have voluntarily left work (World Bank 1998).

When a person is able and willing to work and is available for work (i.e. actively looking for employment) but does not have work is an unemployed person.

Gbosi (1997) stated that unemployment is a situation whereby people who are eager and able to work at a prevailing wage rate but are unable to find jobs. Pigou classified a person as unemployed if the following two conditions exist. First, he must not be employed, and secondly, he must desire to work. The above definitions are similar although in Pigou's explanation the second condition expressing the desire to be employed was based on three assumptions as stated below:

i. Standard hours of work per day.
ii. The individuals are healthy enough to work.
iii. The individual wages are paid regularly.

On the other hand, there is a situation in which a worker is employed, but not in the desired capacity, i.e., in terms of compensation of hour's work etc. is called *underemployment.* Non-Accelerated Inflation Rate of Unemployment (NAIRU) is an economics jargon for establishing a level of unemployment such that reducing the level would create a shortage of available labour causing upward pressure on wages and potentially generating inflation.

Balogun (1999) quoting Anyanwu (1997) stated that unemployment is in various poverty degree and the types include absolute, relative, chronic/structural, conjectural/transitory, spatial/location and generalized kind or case-specific poverty. Unemployment, on the other hand, has been grouped into frictional, structural, cyclical, demand deficient and classical unemployment.
Jhingan (1996) defines unemployment as involuntary idleness of a person willing to work at a prevailing rate of pay but unable to find it, implying that voluntarily unemployed people, who do not want to work and those

who are not prepared to work at the prevailing wage rate is not to be regarded as unemployed.

In a general, unemployment is a situation in which those who are able and willing to work at the prevailing wage rate do not find a job. International Labour Organization (ILO) categorized the working age to be 15 to 65 years. Unemployment is the gap between the potential, full employment and the number of employed persons. Briggs (1973) defined unemployment as the difference between the amount of labour at the current wage rate and working conditions and the amount of labour not hired at these levels.

Nicholas (2000) says that a person is unemployed if he or she is eligible for work but does not have a job. Volkova (1986) and Jelilov et al. (2016) maintained that an unemployment situation is in other words called mass unemployment when the number of qualified workforce which is unemployed is considerably enough or outnumber that of those in gainful employment.

Keynes (1935) defined unemployment as all persons without work, but it has come to have a more specific meaning in the contemporary realization of social and economic policy. To Aguene (1991), unemployment is the number of people in the population who are willing and offer themselves for employment but could not be employed because there are no vacancies to absorb them. Fajana (2000) and Standing (1983) were of the view that unemployment is that state of wordlessness experienced by persons who are members of the labour force who perceived themselves and are perceived by others as capable of working.

Fadayomi (1992), Osinubi (2006), and Jelilov (2016) perceived unemployment to be the result of the inability to develop and utilize the nation's workforce effectively, especially in the rural sector. Thirlwall (1983) referred to the concept of disguised unemployment as the Gap between the actual numbers of workers available for employment and the level of employment at which the marginal product is below the institutional or subsistence wage. William (1976) talks of work to mean paid engagement, which is the result of the development of capitalist productive relations. Fajana (2002) has stated that the concept of work has partly shifted from productive effort to principal social relationships, where the services of a woman is no regarded as no work for running a house and bringing up children (Hayes and Nutman, 1981). Keynesian economics offers that the "natural rate" of unemployment should be allowed to operate in selecting the skill labourers for the positions available for them under the best economic conditions. Neoclassical economics says that the labour market is proficient if not the various interventions, such as minimum wage laws and unionization, has put supply and demand out of balance (Jelilov et al. 2015). This study focuses on university graduates as first job seekers in line with Jelilov, Gylych, Musa, and Muhammad (2016).

a. *Types of Unemployment*

In Nigeria, there are different types of unemployment, such as:

1) *Frictional Unemployment:* By frictional unemployment, we mean that type of unemployment which occurs when workers spend time searching for new jobs. For example, a worker in Port Harcourt may leave his present work to Lagos with the expectation of getting a higher paid employment. During this period, that the worker is out of job, he is frictionally unemployed. It is also as a result of when people are temporarily out of work because they are changing jobs. It is important to note that several factors are responsible for frictional unemployment. One such factor is the imperfect flow of information in the labour market about existing vacancies and available workforce.
2) *Seasonal unemployment:* This is said to occur in a situation in which people are laid off seasonally, due to the nature of the job they do, e.g., agriculture workers in developing countries are laid off during the crop growing season.
3) *Structural unemployment* occurs when an economy is at full employment where the existence of the level of aggregate demand and actual supply at real wage rate equates, and for those companies that could not afford to pay the prevailing wage rate has to decline due to the natural employment rate, resulting in changes in the labour market institutions, demographic shifts, etc.
4) *Cyclical Unemployment:* This occurs as a result of fluctuations around the natural employment rate, caused by changes in aggregate demand. In every market economy, producers produce goods in anticipation of demand. If aggregate demand in any economy is deficient, unemployment will arise because factory workers will be unemployed, which may lead to depression. According to Keynes, the great depression of the 1930s was caused by deficient aggregate demand.

b. *Measurement of Unemployment*

Unemployment is a considered situation of labour not having enough white and blue collar jobs for the labour force and not making full use of the skills and ability of a labourer. Unemployment is measured by the number of hours a person worked in a week. There are different ways in which national statistical agencies measure unemployment. There are differences in measurement of unemployment, and to some degree, these variances remain in spite of the definition of unemployment given by the International Labour Organization. Some organizations such as the OECD, Eurostat, and International Labour Comparisons

Program, in the bid to facilitate international comparism, have adjusted data on unemployment. The focus and concern of the Economist is the unemployment rate (Jelilov398 et al. 2015).

Hence,

$$\text{Unemployment rate} = \frac{\text{Unemployed workers}}{\text{total Labour Force}} \times 100$$

As defined by the International Labour Organization, "unemployed workers" are those who are currently not working but are willing and able to work for pay, available to work, and have actively searched for work. Any person actively seeking for job placement must make a concerted effort to be in contact with an employer, contact job placement agencies, send out resumes, respond to advertisements, or some other means of active job searching, submit applications, and ready to attend interview within the prior four weeks. Any one not responding to advertisement is not counted as an active job seeker. It is not all unemployment that is "open" and counted by government agencies, and so unemployment statistics in Nigeria is not accurate. Similarly, the unemployment rate statistics in the US does not take into consideration those individuals who are not actively looking for employment, and those still attending college.

c. *Causes of Unemployment in Nigeria*

There are several causes of unemployment in Nigeria as follows:

i. *Utter Neglect of Agriculture:* Hanson (1977) researched the very reason of the economic setback in the post-colonial West Africa, having Nigeria, Algeria, Ghana, Kenya, Tunisia, and Ivory Coast as his scope area of study. He discovered that utter neglect of agricultural development in a bid to have industrial-economic ambition causing their employment problems which were confirmed by the research according to Jelilov et al. (2016). They affirmed that any economy where adequate attention is paid to agriculture; almost everybody is self-employed and that the number of unemployed is easy to control.

   According to Lampman (1974) report gave reasons for the cause of unemployment in Nigeria, saying that agriculture is the taproot of our economy, and warned that any attempt to give agricultural activities a secondary attention in any nation would sooner or later create an unemployment situation.

ii. *Money held for Non-Investment:* Keynes (1935) wrote in his book titled "The general theory of employment, interest, and money" that the number of money industrialists and businessmen tried to hold out from investment causes unemployment. Jelilov (2015) went on to say that instead of industrialists expanding their industries with the acquired profit to create employment opportunities, they lavish the money on non-essentials.

iii. *The Neglect of Indigenous Technology:* There has been no preference for indigenous technology. Nigeria keep on importing foreign technology ad disregard the indigenous technology that is peculiar to our geographical terrain, and lack of patronage of local industries.

iv. *Poor Management of Public Industries*: Teriba (1977), pointed out that the poor management of our public industries and the unpatriotic attitude of Nigerians towards work and public property was a great factor causing unemployment problems. He maintained that Nigeria's employment situation started when Nigerian industrialists rely much on purchasing and processing much of the raw materials abroad.

v. *Lack of Patriotism*: Achebe (1983), in his comparative analysis, stated in his book "The Trouble with Nigeria" that the lack of patriotism among Nigerians has contributed to Nigeria's unemployment problem. He went on to say that history has created evidence of unpatriotic act of most Nigerians in public industries towards public properties and their consideration of "self-first," and the looting of the treasury and the carting of public property worsened Nigeria's unemployment situation.

vi. *Psychological Blindness of our Economic Planners:* Ojukwu (1989), while analysing the cause of unemployment in Nigeria in his book, "I am involved" concluded that the production of many graduates was not responsible for the unemployment situation in the country; rather, the social inverse proportional pattern of education and economic advancement as a result of the economic planners' psychological blindness during the days of oil boom.

vii. *Bad Educational Planning*: The production of higher education institutions issuing higher education degrees for white-collar jobs is the main cause of the problem. This problem is akin to the problem of mismatch between educational planning and economic planning. Specifically, the rate of graduates turns out rises faster than the expansion of job opportunities (Abomaye-Nimenibo & Inimino, 2016).

viii. *Bad Economic Policies:* Various Nigerian Governments had adopted and implemented several economic policies over the years, and some of them did not create new jobs. For example, the SAP adopted since 1986 and is in continual implementation has worsened Nigeria's unemployment problems. A great number of these economic reforms have led to rising interest and exchange rates, thereby causing many private enterprises to cut down on their workforce. These policies have also succeeded in increasing the frequency of reduction of workforce in both the public and private sectors of the Nigerian economy (Abomaye-Nimenibo & Inimino, 2016).

ix. *Global Economic Crisis:* The global economic and financial crisis of the world also contributed to Nigeria's current unemployment problem. For example, the U.S Great recession of 2008 adversely affected all sectors of the Nigerian economy. The U.S recession led to a decline in the demand for Nigeria's crude oil thereby reducing foreign exchange earnings and government revenue. This unpleasant development eventually worsened Nigeria's unemployment problem (Abomaye-Nimenibo & Inimino, 2016).

x. *Poor Performance of Small and Medium Scale Industries*: The Nigerian industrial sector is mostly dominated by small and medium scale enterprises. In recent years, most of these enterprises have been operating at a marginal level. Any increase in costs of production usually forces many of these enterprises out of business. The Nigerian Flour Mill Industry temporarily went out business when the government placed embargo importation of wheat, one of its main raw materials. The industry had to depend largely on local raw materials, which, of course, were scarce and relatively expensive. Those enterprises that could not afford the increase in costs to the productive capacity had no other option than reduce their workforce or fold up. This development eventually led to a fall in employment and the nation's unemployment situation is worsened again (Abomaye- Nimenibo & Inimino, 2016).

xi. *Rapid Population Growth:* In recent years, Nigeria's population is on the increase. But the growth of the economy cannot catch up with rapid population growth. Consequently, the swelling of the population, especially in the cities had led to high levels of unemployment in Nigeria which is akin to rural-urban drift or migration (Abomaye-Nimenibo 2015, 2018 & 2020; Abomaye-Nimenibo & Inimino, 2016; and Abomaye-Nimenibo et al. 2017).

xii. *Imperfect Flow of Labour Market Information:* A market is a place where the exchange takes place. It is where demand and supply work themselves out. In every market, there are buyers and sellers. The labour market is no exception, but there are imperfections in the labour market, which eventually creates the natural rate of unemployment due to imperfections and frictions in the labour market. Labour market information is probably non-existent in Nigeria. If it does, it is usually unreliable and misleading. Lack of labour market information hinders the mobility of labour across geographical regions. For example, rural-dwellers may not have information on job openings in the urban areas, and as such, they remain unemployed (Gbosi 2015).

xiii. *COVID 19:* Finally, the greatest unemployment causing factors in Nigeria are Corruption, Oppression, Violence, Ineptitude, Developmental imbalance, and the general failure of leadership of the 1900 years, although the list seems endless.

d. *Consequences of Unemployment*

Every economy detests unemployment as undesirable, because it causes economic, social and political vices in societies. It consequences to society are numerous. The effects of unemployment in Nigeria are copious but we may quickly look at a few of them:

a) *Brain drain*: Unemployment, especially among university graduates, results in the emigration of youths and active adult population to other countries such as leaving Nigeria for advanced nations of Europe and America, and such movement is called brain drain which leads to the loss of highly educated and skilled workforce.

b) *Increase in Social Vices and Crimes:* Frustrated unemployed youths could be a recruiting source of armed robbers, prostitutes, economic saboteurs, human traffickers, smugglers, militants, militias, etc.

c) *Increase in Rural-Urban Migration:* Unemployment aggravates rural- urban movement among youths who move to cities in search of non- existent jobs. By this migration, additional pressure is exerted on existing food and social amenities in the urban areas and cities.

d) *Fall in National Output:* The existence of unemployment means that a nation cannot maximize the use of its labour force for increased output.

e) *Increase Drain on Government Finances:* The presence of unemployment necessitates an increase in government expenditure in the payment of unemployment benefits in nations where they pay unemployment benefits. The government also spends more on the provision of social services at the same time that it collects less from taxes.

f) *Potential Sources of Political Instability*: The army of unemployed youths serve as recruiting ground for disenchanted, disgruntled and revolutionary elements in society. Such social and political instability is inimical to development;

g) *High Dependency Ratio:* The mass of unemployed persons will have to depend on the small number of the working population for their survival, thereby reducing efficiency and savings.

h) *Low Investment and Low National Income:* As a result of squat savings, the investment will also fall. As a result of the multiplier effect, income will also below, thus create a vicious cycle of poverty;

i) *Fall in the Standard of Living:* Unemployment, through the resulting poverty and income inequality, reduces the standard of living of the masses. Unemployment widens the inequality gap, impoverishes the masses, and lowers their standard of living.

j) *The high wave of Crime, Robbery:* Unemployment of youths has resulted in crimes of various dimensions. Princewill, in Vanguard (June 25, 2002) observed that since 1999, this country has experienced an unprecedented rise in a crime wave, armed robbery, political assassinations, religious riots, inter-ethnic and intra-ethnic clashes, communal clashes due to the increasing unemployment rate. According to Osi (2001), on the research on the consequences of unemployment maintained the fact that autonomous consumption is inevitable, which makes some feeble-minded ones indulge in the robbery.

k) *Prostitution among Young Girls:* Recently, researchers have noticed an unprecedented increase in prostitution among young girls. Jajere (2016) investigated 184 brothels and hostels in some urban areas in Nigeria, and some of these prostitutes openly confessed resorting to fate because of the scourge of unemployment.

l) *Examination Malpractices* are carry out by some jobless school leavers, who must make ends, meet. These teach the younger society negative options available for survival.

m) *Hunger and Malnutrition:* Similarly, the issue of unemployment has caused starvation and malnutrition. Volkova et al., 1986 stated that unemployment and price increase of food and the unceasing onslaught of the unemployed and their dependents have led to a rise in malnutrition and its associated diseases in the third world.

n) *Increase in Poverty Rate:* According to Nicholas et al. (2000), the social consequences of unemployment for those who are out of work include a higher incidence of poverty, ill-health, and death, which demoralized and strained family relationships. For society as a whole, they include the failure to realize the social investment in human capital made through the education system, and a loss of tax revenue.

o) *Broken Marriages:* The evil effects of unemployment of heads of families have disintegrated some families in the country, leading to broken marriages of once happily married couples. Awake magazine of July 22, 1984, supported this fact when it stated that families have broken up and the future of their children bleak owing to unemployment. Graham (1992) stated that some of the unemployed people, and their families, passes through nervousness, misery, frustration and despairing unhappiness. They also, experiences psychological trauma and others suffer stress, all culminating to a waste of human workforce. Any increase in the size of the unemployed population causes a coinciding increase in the burden of "liability" of the society on how to manage the paltry finance of the workers, and by extension, implies that a grossly lowered standard of dissatisfaction and insecurity. Usen (1978) stated that the unemployed are psychologically exhausted and famished. There are many more consequences of unemployment, such as deprived housing, lowly clothing, lack of medical care, unaffordable transportation, and so on. These ad others vices will continue to plague Nigeria should our leaders not alive to their responsibilities.

b) *Theoretical Framework*

J. M. Keynes had challenged the classical view that private enterprise economy automatically brings full employment. He argued that employment depends on effective demand and there is no guarantee that there will always be adequate, and actual demand to generate full employment. The suggestion that CBN should float public finance whenever there is unemployment problems in a country, which opinion is challenged to be of no validation (Dewett and Navalur, 2012).

The Keynesian theory of fiscal policy suggests that government intervention in the working of the economy as a counter-cyclical measure is necessary since the equilibrating tendencies of market forces alone could not work in isolation, and that, if left to themselves, the market forces will lead the economy to a stable level of under-employment (Tyagi, 2013). The Keynesian charter argued further that the aggregate demand function of employment does not automatically regulate itself to the level of aggregate supply function of employment, just in the same way the demand and supply of output cannot adjust itself to achieve a positive and dynamic operation of fiscal policy. Therefore, the government has to play the constructive role of regulating and controlling the economy through taxation and expenditure.

Abu and Abdullahi (2010) affirmed that in the Keynesian model, the use of fiscal policy by the government to regulate the economy to achieve full employment through was necessary to bring higher economic growth, and to keep an equilibrium between effective demand and supply of goods and services.

Dewett and Navalur (2012) asserted that if depression occurs in an economy, the government's use of fiscal policy by spending more on public works which creates employment should be able to keep up demand to induce supply (output). The government can increase its spending on subsidies to producers of mass consumption commodities to increase consumer outlay. On the other hand, the government do lower its tax rates (budget deficit) to stimulate consumption and investment during depression as a progressive means of fighting unemployment and stimulating output growth. It will be wise we look at some growth models as we progress.

i. *Solow's Model*

Solow's model explains the growth in an economy by breaking down the aggregate output (Y or GDP) into contributions of growth inputs (labour, capital and technology). That is, the model explains how much of the growth in an economy is explained by changes in the amount of labour or by changes in the amount of output as per the general model which states that:

$$Y\,(t) = A\,(t) \times K\,(t)\,\alpha \times L\,(t)\,1\text{-}\alpha$$

Where,

Y is the aggregate output of the economy in a year (t) usually measured by GDP,

A is an index of the level of technology, K is the stock of capital in the economy,

L is the amount of labour in the economy usually measured by hours worked by an index of labour efficiency and

α is the contribution of capital to aggregate output Y.

These variables were observed by looking at the economic indices of each country except A (technology). Therefore; we can solve in the equation for A and find the contribution technology improvements of the economy. α, (alpha) is the share of output paid to owners of capital in the form of rents. Capital includes machinery, equipment, land, and natural resources. Whereas the remainder 1-α is the share of output paid to workers as wages. A is also known as Total Factor Productivity (TFP) and includes changes in the level of technology, presence of strong institutions, and regulatory environment. The equation above is a production function that is applicable to an individual business.

a. *The Harrod-Domar Exogenous Growth Model*

The Harrod-Domar growth theory was developed based on the works of two authors named Harrod, and Domar. These two scholars developed their models independently, but the assumptions and results are, nevertheless, basically the same. They built their theory in the late 1930s and mid-1940s when the memory of industrialized countries was plunged into deep recessions, with a high unemployment rate and a sharp decline of the gross domestic product due to the prevalent depression in 1929 and 1930. Harrod and Domar based their hypothesizing on the famous works by Keynes, who explained the failure of markets to bring full employment.

As earlier mentioned in the introductory part, that the early classical writers, believed in Say's law, that says supply creates its own demand which belief was founded on the assumption of the efficient working of factor markets, and on the speedy adjustment of prices by the forces of demand and supply to bring about an equilibrium. Keynes does not see reasons with frictionless functioning of the market forces and asserted that unemployment of factors of production is even more probable in an economy than full employment. But his emphasis was on short-run implications of the theory which underlines the income effect resulting from additional investment, for example, the capacity effect, resulting from increases in the capital stock. It was this latter effect that Harrod and Domar incorporated into their work, thus forming a Keynesian theory of economic growth.

The Harrod-Domar model ruminates on a closed economy with only one homogenous good Y that is produced, and is either used as an investment good (I), or as a consumption good (C) depending on the economic agent. Households consume and save, whereas firms produce and invest. All variables are real, and the money market is absent.

b. *Keynesian Growth Theory*

The Keynesian theory does not assume that any supply will meet its demand if only prices are flexible enough, but rather, argued that where constraints to expansion exist, such are likely to raise inequalities since the economic system is unable to spawn ample demand to fully engage labour and possibly other resources.

Hence, 'microeconomic' policies such as income redistribution, credit regulation, industrial activism etc. are required to reinvigorate and enforce, the functioning of a capitalist economy by generating enough aggregate demand to recover output and employment in times of crisis occurs to achieve full employment goal.

Keynes in his book titled General Theory of Unemployment, Interest and Money (1964 & 1936) identified with the classical (marginalist) thought, and developed a working theory of the economy.

c. *Classical Growth Theory*

Classical growth theory clashes with the exploding population and limited resources theories that eventually bring economic growth to an end. The Malthusian philosophy is another name for classical growth theory named after Thomas Robert Malthus. The Classical growth theory developed the following assumptions:

1. *The Basic Idea:* Economic growth raises GDP per person but induces a population explosion, which eventually ends the prosperity.
2. *Classical Theory* of Population Growth says that population will grow as real income exceeds the

subsistence income. Growth in population decreases the amount of capital per hour of labour and that labour productivity and real GDP per person will also decrease.

3. *Productivity Curve Illustration:* An increase in capital per hour creates a movement along the productivity curve to higher real GDP per hour of labour and technological advancement shifts the productivity curve upward to a higher level of real GDP per hour of labour. However, when population growth increases, there is a downward movement along the productivity curve to the level of real GDP per hour of manpower.

d. *Neoclassical Growth Theory*

Neoclassical growth theory is the theory that says, real GDP per person will increase as long as technology keeps advancing.

1. Population growth: The historical population trends was to contradict the view of the classical economists over the crucial economic influences of the opportunity cost of a housewife's time spent on having children and nurturing them. The more children families choose to have, the more population growth and verse versa.
2. As regards technological change, the neoclassical theory accentuates that such changes inspire the rate of economic growth but not otherwise.
3. The third idea was that of basic idea of advancing technology so that high real GDP per person will be achieved to propel economic growth in real GDP per person.
4. A problem with neoclassical growth theory is that the model fails to explain the determinant of technological change.

e. *New Growth Theory*

New growth theory is the theory that says, our unlimited wants will lead us to ever larger productivity and perpetual economic growth.

1. Choices and Innovation

a. Human capital grows because of choices.
b. Discoveries are results from choices.
c. Findings bring profit and competition, which eventually destroys the gains created.
d. Innovations are used by everyone.
e. Manufacture activities can be replicated so that identical firms can each produce the same quantity of an item.

2. Perpetual motion

Economic growth is motivated by limitless wants, which lead people to pursue profit by working and to invent new and better products mean that old firms who do not meet up to produce the new demands of the populace will go out of business; and in their place, new firms will spring up, who are able to create new and better jobs; thereby leading to higher consumption and leisure. The growth cycle continues to revolve as insatiable wants keep on evolving all over again.

3. Productivity Curve and New Growth Theory says that productivity curve will constantly shift upward to cause an unending growth as capital keep on increases and technology also advances.

f. *Natural Rate of Growth*

According to Prof. Harrod, Natural growth rate which is the maximum rate of growth allowed by the increase of variables like population growth, technological improvement & growth in natural resources. Although, the natural growth rate will be the highest which would bring about the fullest possible employment of resources in the economy.

g. *Unified Growth Theory*

Oded Galor et.al. propounded the Unified growth theory to address the area where the endogenous growth theory failed to explain the empirical regularities in the growth processes of individual economies. So, Unified growth theories are endogenous growth theories that are consistent with the development and transition from the period of Malthusian stagnation to the contemporary era of sustained economic growth.

h. *The Big Push Growth Theory*

The Big Push theory was propounded in the 1940s, saying that countries needed to jump from one stage of development to another through a virtuous cycle, in which considerable investments be done in infrastructure, education, and private investments, which would move the economy to a more productive point. In the late 1980s, Kevin Murphy, Andrei Shleifer, and Robert Vishny expounded and revived the model.

i. *Schumpeterian Growth Theory*

Austrian economist Joseph Schumpeter developed the Schumpeterian growth theory in the 20th-century to explain the growth theory as a consequence of innovation and a process of ingenious obliteration that captures the twofold nature of technological progress in terms of creation of entrepreneurs introduced processes in the hope of enjoying temporary monopoly-like profits as they capture markets with new products; thereby making old technologies and products obsolete, and "...destroys the rents generated by previous innovations" Aguene, (1991). Schumpeterian growth theory is well explained by the Aghion- Howitt model.

j. *Classical Theory of Unemployment*

The views of most economists always go with their thinking at that particular time. The Classical was of the school of thought that emphasized the role of money in explaining short term changes in national income. Traditionally, this theory has an aggregate view in which involuntary unemployment was regarded in a short term phenomenon showing the differences between the wage and the price levels; whereby high real wage bring about unemployment. There are also periods when the wage level in the classical view would be reduced, and leading to unemployment except for frictional unemployment produced by the time of delay between quitting one job and starting another. This school posits that urban unemployment was as a result of workers and trade union's power tussle, and insists that urban unemployment is a factor of low labour supply. The Classical school further argued that the demand for too high wages by workers without a corresponding increase in productivity renders product costly, thereby discouraging competitiveness among local and foreign industries. The implication of this trend is the reduction of sales, which further leads to the mass retrenchment of workers resulting in unemployment. This believed strongly believe in the theory of demand and supply of workforce.

k. *The Keynesian Theory of Unemployment*

The British economist, John Maynard Keynes in 1930s revolutionized thinking in several areas of macroeconomics including unemployment, money supply, and inflation as the general theory of unemployment, interest, and money.

The Keynesian unemployment, also known as Cyclical or demand deficient unemployment occurs soon as aggregate demand falls. It gets its name as from the swing of business cycle, and it can also be persistent as it happened during the great depression of the 1930s. Cyclical unemployment escalates during economic downturns. Keynes argued that this type of unemployment exists due to inadequate demand. As demand for most goods and services fall, production also fall, but wages do not fall to meet the equilibrium level resulting to serious unemployment.

The Keynesian theory of unemployment was examined by Grill and Zanalda (1995), Hussian and Nadol (1997), and Thirlwal (1979), saying that increase in employment, capital stock, and technological change is principally endogenous. Increase in demand for goods and services calls for additional employment leading to long term growth of output, which also influence the growth of further engagement. In the Keynesian theory, engagement depends upon active request for workers, which results in increased output that creates income, and provide corresponding employment. This School of Thought regarded service as a function of income, and active demand is a function of aggregate supply and demand. The cumulative supply function depends on physical or technical conditions that do not change in the short run, and remains stable. Keynes resolutely stick to the aggregate demand function as a tool to fight depression and unemployment. Hence, employment depends on aggregate demand, which in turn are determined by consumption and investment demands. Furthermore, Keynes stated that increasing consumption (C) as a result of improved income (Y) because of rising propensity to consume, and improved investment (I) ushers in employment and savings (S). When the propensity of consume is stimulated, there is going to be realization of more revenue which will call forth more investment that will compel business to employ more workers but the psychology of the people (taste, habit, etc.), which are also constant in the short run. Therefore, the propensity to consume is stable, and employment depends on investment capabilities (Obayori, 2016).

l. *Marxian Theory of Unemployment*

This theory is of the view that nature of the capitalist mode of production exist to overwork some workers but keeps the others as a reserve army of unemployed people. The Marxists also share the Keynesian view of the relationship between economic demand and employment, but with the warning that the market system's propensity to slash wages and reduce labour participation on an enterprise-level causes a decrease in aggregate demand in the economy, thereby causing crises of unemployment with low economic activity that will call forth another cycle of increased investment (capital accumulation). Karl Marx went on to say, that unemployment is an integral part of the unbalanced capitalist system, which must have periodic mass unemployment. He went on to say that the proletariat (public) within the capitalist system provides a "reserve army of labour" that generates descending pressure on wages. This theory divides the proletariat into two groups of surplus-labour (employees) and underemployment (unemployed labour). These reserve armies of labour fight among themselves for scarce jobs at lower wages. Karl Marx goes to state that, the only way to lastingly eradicate joblessness would be to end capitalism and the structure of involuntary rivalry for earnings and formerly shift to a communist or socialist economic system. For modern- day Marxists, the existence of dogged unemployment is a resilient fact of the capitalism's inability to guarantee full employment.

m. *Efficiency Wage Theory of Unemployment*

This theory is a macro-economic approach to explain unemployment. The theory assumes that worker differs in quality, abilities (where some are lazier than others), and are less likely to work harder; and requires costly monitoring, i.e. if you are to monitor the workers closely. An employer cares about the wage rate which depends upon the productivity of the workers so as to minimize the wage, and to do this, you can increase productivity by increasing wages. Secondly, you can fire any worker being lazy and employ others serious one to replace such persons dismissed. The reason for this is that as wages increases, the cost shrinking becomes higher, meaning that staff has to work even harder since it is more imperative for you to continue to work with higher pay than to be fired.

c) Empirical Literature

This section presents the review of empirical kinds of literature on studies related to the theme of this study. An evaluation of cross country experimental pieces of works is outlaid before constricting it to the Nigerian situation. A summary of foremost conclusions from the experiential writings appraisal is offered. Some experiments have carried out on the relationship that existed between fiscal policy and some selected macroeconomic variables.

The connexion amongst economic growth and tax revenues has been a subject of debate for a lengthy period in living history. The discussion on the two variables has exhibited contentions from academicians and policymakers, with one school holding on the view that taxation is bad for the economy. In contrast, the other school believed that taxation is upright for the economy. Appreciated empirical writings exists that studies the association between economic growth and tax revenues which analyses the variables at the cross-country level. However, not much writings exist bringing to fore the relationship that existed between the two variables at each specific country. This study was carried out to fill in the gap in country-specific study by exploring the relationship between economic growth and tax revenues in Nigeria and also determining causation between the variables. We use three methods in our analysis, the first is the Classical linear regression model using the OLS estimation method; the second being the co-integration test while the third was the granger causality test of all the variables. Our results, as vividly outlined in section four, discovered a progressive relationship between economic growth and tax revenues. All the tax variants of income tax, excise duties, import duties and sales tax/VAT displayed positive influence on GDP with income tax positing the highest effect and closely trailed by sales tax/VAT, then excise duties and finally import duties showing the least consequence. The cointegration result revealed that there is at most one co-integrating equivalence while the Granger Causality test showed a bi-directional association between economic growth and excise duties. The income tax and economic growth has a unidirectional connection, and that of economic growth and sales tax, with that of VAT, and there exist no causation between economic growth and import duties. These results propose that the government should employ a better tax structure that will improve the tax base, than concentrating on growing tax revenues by amassing tax levels. Besides, the government should utilize the positive relationship that exist between tax and economic growth to realize efficient government investment expenditure that spurs growth, and in turn, boost the revenue levels. Finally, the government should principally target income taxes, excise taxes, and sales tax/VAT to generate revenues by improving the tax collection system, closing windows of fraud, check tax evasion, and nib corruption at the bud.

Abubakar (2016) investigated the impact of government spending on the economic growth of Nigeria by employing the VECM methodology. The findings of his study disclosed that public expenditure has a mixed consequence on the economic growth. Some components of government spending exerted a negative influence, while other variables had a positive impact.

Obayori (2016) surveyed the effect of fiscal policy on unemployment in Nigeria by employing the Error Correction Model (ECM) to analyse his results which revealed that both capital and recurrent expenditure wielded a negative effect on unemployment in Nigeria.

Abdulrauf (2015) examined the short-run and long-run controls of fiscal policy on Nigeria's economic development by commissioning the Vector Error Correction Model (VECM) with annual series data from 1981 to 2013, which findings displayed government recurrent expenditure and investment as having a positive impact on economic development. In contrast, capital outflow only had a short run positive effect. Tax revenue have a negative relationship with the economic development of Nigeria both in the short and long run.

Osinwo (2015) also examined the effect of fiscal policy on sectoral growth in Nigeria by engaging the ARDL and ECM methods in analysing his data for the period 1970-2013. The results of his study establish total monetary expenditure to have a positive control on the output of all sectors except the Agricultural sector.

Arnelyn et al. (2014) empirical examined the relationship between fiscal policy and economic growth in unindustrialized Asian counties. The study observed that, in comparing the overall level of government expenditure and revenue with those of advanced economies, revealing a significant effect on economic growth. Property taxes also exerted a more benevolent impact on economic growth directly than educational spending which have a sizable positive impact on economic growth.

Benanaya et al. (2014) applied the dynamic panel data analysis to examine the impact of fiscal policy on the economic growth of MENA countries. The results of the study showed a long-run relationship existed between financial policy and economic growth, while the correlation pattern of the GDP and budgetary revenue exposed the presence of optimistic causality amongst economic development and fiscal incomes. The effects of taxation were hard to segregate empirically.

Alex and Ebieri (2014) also studied the influence of fiscal policy on the economic growth of Nigeria by employing the ARDL methodology. The study found evidence of a long-run equilibrium relationship between fiscal policy and economic growth in Nigeria. Government capital and recurrent expenditures have a significant positive relationship on economic growth. In contrast, non-oil tax and total government debt have no significant impact on real GDP. Only capital expenditure has a short run association with economic growth.

Anthanasios (2013) in his study engaged the SVAR method to find the relationship between unemployment, growth, and fiscal policy in Greece. The results showed the effect of cuts in government purchases, and consumption on unemployment and output, while the outcome of government investment is to a lesser extent. Tax hikes are to reduce production and increase unemployment.

Nathan (2012) also carried out a study of the impact of fiscal policy on the Nigerian economy by appraising the causal connection between money supply, fiscal deficits, exports, and economic growth of Nigeria for the period 1970 to 2010. He used the error correction model (ECM), and his findings revealed that there exists a significant relationship between the variables and economic growth. The study suggested the use of fiscal policy as an ideal tool for guaranteeing the economic growth of Nigeria.

Sikiru and Umaru (2012) employed the Engle-Granger two-step cointegration model to evaluate the relationship between fiscal policy and economic growth in Nigeria, using annual series data of 1977 to 2009. The result of the study revealed that productive expenditure has a positive bearing on economic growth.

Ogbole et al. (2011) wrote on fiscal policy and its impact on economic growth in Nigeria from 1970-2006. The study was a comparative analysis of the impact of fiscal policy on economic growth in Nigeria during regulation and deregulation periods. Econometric analysis of time series data from the Central Bank of Nigeria was used. The results showed that there is a difference in the effectiveness of fiscal policy in stimulating economic growth during and after the regulation period. Appropriate policy mix, prudent public spending, setting achievable fiscal policy targets, and diversification of the nation's economic base, etc. were recommended.

Adeoye (2011) analysed the impact of fiscal policy on economic growth in Nigeria from 1970-2002. The finding revealed that public investment negatively affected output growth, implying that public expenditure has a crowding-out effect on private investment.

Mueller (2011) investigated economic, political and institutional constraints to fiscal policy implementation in sub-Saharan Africa. The study found that planned fiscal adjustments or expansions are less likely to be implemented, and the larger the modifications, the more inaccurate the growth forecasts. The finding supports on-going efforts in the region to improve the quality and timeliness of economic data, enhance forecasting capacity, adopt realistic fiscal plans, and strengthen governance, budgetary institutions, and public financial management procedures.

Abu and Abdullahi (2010) in their findings show total capital, total recurrent and government expenditure on education hurt economic growth, while overheads on health, transport, and communication have a positive impact on economic growth.

Chuku (2010) explore the monetary and fiscal policy interactions in Nigeria between 1970 and 2008 and used quarterly data. The study examined the nature of financial policies in Nigeria using Vector Auto-Regression (VAR) model. The findings indicated that monetary and fiscal policies in Nigeria have interacted in a counteractive manner for most of the samples for the period 1980 to 1994, while at other times, no symmetric pattern of interaction between the two policy variables was observed.

Adefeso and Mobalaji (2010) carried out a study to re-estimate and re- examine the relative effectiveness of fiscal and monetary policies on economic growth in Nigeria using annual data from 1970-2007. The Error Correction Mechanism (ECM) and Co-integration technique are the analytical tools. The result showed that the effect of monetary policy is much stronger than fiscal policy. The study suggested that there should be more emphasis and reliance on monetary policy for economic stabilization in Nigeria.

Similarly, Hussain et al. (2009) applied a dynamic panel analysis to examine the impact of fiscal policy variables on the economic growth of Asian economies using data obtained from 1985 to 2001. The analysed result revealed that Health and education expenditure, aggregate expenditure and other fiscal variables were found to have a positive impact on economic growth, while the defence budget, distortionary taxation, and the budget balance shows a significant relationship with real per capita economic growth.

Anerbach (2009) in his study suggested that discretionary fiscal policy be practised on a large scale, and attention has to be paid to policy design.

Kalle (2007) employed a panel data analysis involving fifty-two (52) countries spanning through the period 1971 to 1980. He examined the effect of fiscal policy on economic growth both in the short and long runs. The results of the study show that fiscal policy cannot have a remarkable impact on the economy in the short course. However, its effect is confirmed in the long run, but the expansionary fiscal policy does not benefit the economy.

Komain and Brahmasrene (2007) examine the relationship between government expenditure and economic growth in Thailand, using the Granger causality test. The result found a unidirectional affiliation, and causality runs from government expenditure to economic growth, indicating a significant positive effect of government expenditure with economic growth.

Olawunmi and Ayinka (2007) examined the contribution of fiscal policy in the achievement of sustainable economic growth in Nigeria using Solow's growth model estimated with the use of the ordinary least square method. The study established that fiscal policy has not been operative in the area of sustainable economic growth in Nigeria. The factors of wasteful spending, poor policy implementation and lack of feedback mechanism for implementation is evident in Nigeria which is indeed capable of hampering the effectiveness of fiscal policy which had made it impossible to come up with such a conclusion.

Michele (2005) studied the dynamic effects of fiscal policy shocks on government employees in the U.S economy. The findings show that where government consumption expenditure consists solely of purchases of final goods, then the fiscal shock leads to a negative and significant wealth; while households reduce consumption and increase labour supply. His findings further revealed that the jolt in government employment is negative for private output and a positive impulse for government output because the productivity is reallocated from private to government sector.

Davis, Ossowski, and Fedelino (2003) observed fiscal policy design and implementation in oil-producing countries. The study showed that resource- dependent economies tend to grow more slowly than non-resource dependent ones at comparable levels of development. Poverty is still widespread in many oil-producing countries. The study concluded that a pattern of fluctuating fiscal expenditures associated with oil volatility had entailed high economic and social costs for several oil producers.

Huang and Padilla (2002) writing on fiscal policy design and implementation of the Walsh Contract for Central Bankers, developed a simple macroeconomic model where the time variation of optimum regulatory policy to show tax distortions; and concluded that effecting the optimal policy fusion necessitates the Central Bank to have sole control or dominance over the fiscal authority, or the policy execution be divulged to an independent authority.

Amin (1998) in his analysis of the relationship that exist between public and private investment, stated that the crowding in and out of private investment by public expenditures in Cameroon have positive effects on growth. At the same time, those of the investment model shows the crowding in of infrastructures and the social sector. The study concluded by recommending the allocation of more resources to productive sectors, and increasing and sustaining of spending on those productive sectors or those components of public expenditures that crowded-in the private sector.

Antonio and Ilian (1998) using the VAR method to investigate the dynamic effects of fiscal policy on macroeconomic variables found that positive innovations in government spending brought about virile and persistent increases in consumption and employment.

Devarajan and Vinaya (1993) also observed the link between public expenditure and growth, by deriving conditions under which a change in the composition of spending leads to a higher steady-state of growth rate of the economy.

Eric and Jonathan (1992) in their study of 107 countries for the period 1970 to 1985 examined the impact of fiscal policy on economic growth. The findings of the study show that a balanced budget upsurge in government spending and taxation has the capability of reducing output growth rates.

By the same token, Erkin (1988) examined the relationship between government expenditure and economic growth and proposed a new charter for New Zealand. His empirical results showed that higher government expenditure does not upset consumption but in its place raises private investment that, in turn, accelerates economic growth.

Numerous researchers have embarked on different studies about fiscal policy relating to macroeconomic productivity levels, but the ones that have direct bearing of public expenditure on the economy have shown positive relationships are those carried out by Ram (1996); Barro (1991); Easterly and Rebelo (1993); Otaniand Villanvera (1990); Komain (2007); Ranjan and Sharma (2008); Cooray (2009); Wu (2010); Nworji (2012). Other surveys carried out by Abu-Bader and Abu-Qarn (2003); Laudau (1986) found a negative relationship. However, Kormendi and Megure (1995) could not find any rapport.

It is imperative to mention at this point that studies carried out by Abdulrauf (2015), Benananaya et al. (2014), Alex and Ebieri (2014), Arnelyn et al. (2014), Sikiru and Umaru (2012), Nathan (2012), Hussain et al. (2009), Komain and Brahmasrene (2007), Devarajan and Vinaya (1993), and Erkin (1988) found public expenditure as having a positive relationship with economic growth, while studies by Abubakar (2016), Abdulrauf (2015) and Erick and Jonathan (1992), found some components of public expenditure as hurting economic growth. On the other hand, Anthansios (2013), Erick and Jonathan (1992) establish taxation as impairing economic growth. However, Obayori (2016), Anthonio and Ilian (1998) establish fiscal policy as hurting unemployment.

d) Summary of the Literature Reviewed

The review was on the conceptual framework of essential variables used in this work by defining each of them, i.e., Fiscal policy, Inflation, and Unemployment. Fiscal policy was said to be the use of taxation and government spending to stimulate the economy. Unemployment is that state whereby those who are capable and willing to work could not find a job.

This research's theoretical framework concentrated on theories which are related to this work, and such are the Solow's model which explains the growth of an economy by breaking down the aggregate output (Y or GDP) into contributions of growth inputs (labour, capital, and technology). This model clarifies how much of the growth of an economy is explained by changes in the amount of workforce or changes in the amount of input.

The Exogenous Growth model of Harrod-Domar considers a closed economy in which one homogenous good is produced, that will either be used as an investment or consumption good, which use, depends on the customer agent. The Keynesian Growth theory by assumption stated that supply will not be able to meet up its demand if prices are flexible enough. It argued that where constraints to expansion exist they are most likely to arise because the economic system is unable to generate sufficient demand to offer full employment to labour, and other potential resources. The classical growth theory states that the clash between an exploding population and limited resources will eventually bring economic growth to an end. The Neo-classical growth theory states that the real GDP per person will upsurge as long as technology keeps advancing. The new growth theory states that our unlimited wants will lead us to ever greater productivity and perpetual economic growth. The long-run relationship that exists between fiscal policy measurement and economic growth in Nigeria, and some other theories like the natural rate of growth, unified growth theory, the big push theory, and the Schumpeterian growth theory were contrary to the Keynesian growth rate.

However, empirical evidence is comprehensive, as long as the studies carried out by such Scholars as Abdulrauf (2015), Alex and Ebieri (2014), Benananaya et al. (2014), Arnelyn et al. (2014), Sikiru and Umaru (2012), Nathan (2012), Hussain et al. (2009), Komain and Brahmasrene (2007), Devarajan and Vinaya (1993), and Erkin (1988) establish that public expenditure have positive relationship with economic growth, and others such as Abubakar (2016), Abdulrauf (2015), and Erick and Jonathan (1992), maintained that some components of public expenditure have harming economic growth. In another vein, Anthansios (2013), Erick and Jonathan (1992) revealed in their findings that taxation has negative economic growth. Howbeit, Obayori (2016), Anthonio and Ilian (1998) maintained that fiscal policy hurts unemployment. Other scholars such as Nworji (2012), Wu (2010); Cooray (2009); Ranjan and Sharma (2008); Komain (2007); Ram (1996); Easterly and Rebelo (1993); Barro (1991); Otaniand Villanvera (1990) opined positive relationship between government expenditure and economic growth; while others like Abu-Bader and Abu-Qarn (2003); Laudau (1986) averred a negative correlation. In contrast, Kormendi and Megure (1995) could not find any association.

The above state of affairs raised some pertinent questions such as; what is the relationship between government expenditure and economic growth in Nigeria? What is the relationship between total tax revenue and economic growth in Nigeria? What is the relationship between government expenditure and unemployment in Nigeria? What is the relationship between total tax revenue and unemployment in Nigeria? Answers to these questions are the main concern of this research work.

III. Method of Study

The methods employed are defined as research design, model specification, Model variable explanations, data required, data collection and sources, and method of data analysis.

a) *Research Design*

Research design is the set of procedures used in collecting and analysing the variables specified in the research problem. It is the overall strategy chosen to integrate the different components of the study in a coherent and logical form, thereby ensuring that the research problem is well addressed, which constitutes the design for the collection, measurement, and analysis of data. The type of research design employed in this study is descriptive research. This study is explanatory in nature and focuses on the relationship of fiscal policy that impacted on the selected macroeconomic variables. The researcher uses time-series data that includes GDP, Total Tax Revenue, Government Expenditure and Unemployment for the period 1980-2015. The multiple regression model of the Ordinary Least Square (OLS) method was employed.

b) *Model Specification*

To measure the relationship between Unemployment, GDP and other explanatory variables we adopt a simple linear equation specified as follows:

Model One

$$UNEM = f(GEX, TTR) \quad \text{-- - - - - - - (1a)}$$

$$UNEM = a_o + a_o GEX + a_2 TTR + \mu_{1t} \quad \text{- - - - - (1b)}$$

Global Journal of Human-Social Science (H) Volume XX Issue VII Version I Year 2020

Model One in log form

$UNEM = \log a_o + a_1 \log GEX + a_2 \log TTR + \mu_{1t}$ - - - (1c)

Model Two

$GDP = f(GEX, TTR)$ - - - - - - - (2a)

$GDP = b_o + b_1 GEX + b_2 TTR + \mu_{2t}$ - - - - - (2b)

Model two in log form

$LogGDP = \log b_o + b_1 \log GEX + b_2 \log TTR + \mu_{2t}$ - - - - (2c)

Where

UNEM = Unemployment.

GEX= Government Expenditure

TTR = Total Tax Revenue

GDP = Gross Domestic Product

U_t = Error term

a_1, a_2, = slope coefficients showing the rate of change in the value of Unemployment, when there is a unit change in Government Expenditure and Total Tax Revenue.

b_1, b_2 = slope co-efficient showing the rate of change in the value of GDP, when there is a unit change in Government Expenditure and Total Tax Revenue.

a_0, = The intercept coefficient that shows the rate at which unemployment will change independently.

b_o= The intercept co-efficient that shows the rate at which GDP will change independently.

U = Error term that shows other external factors that might affect the magnitude of GDP and Unemployment which are not stated in the model.

To know the level of contribution of government fiscal policy towards economic growth in Nigeria, we examined the growth effects of public income and spending via budget surplus or deficit. We also examined the contribution of government revenue and expenditure to economic growth in Nigeria, and disaggregation of the public spending into the different components and for a thorough examination of each component growth rate and the share of each one in total expenditure to see their correlation with economic growth (GDP), and the unemployment rate. Regression analysis carried out was to show the contribution of government fiscal policy to economic growth, and the unemployment rate, by using OLS in multiple forms to ascertain the relationship between economic growth and government expenditure after ensuring stationarity.

i. *Explanation of Variables in the Model*

The study employed an annual data series on some relevant macroeconomic variables selected for the period 1980 to 2015. Data on Government Expenditure and Total Tax Revenue as fiscal policy variables are used, while data on Gross Domestic Product (GDP) and Unemployment Rates are the variables considered for this study were obtained from the CBN Statistical Bulletins of various years, and the monetary value of goods and services produced in Nigeria during the period irrespective of the nationality of the individuals were the Naira. The calculated GDP was without making deductions for depreciation at current basic prices where nominal GDP equals GDP less indirect taxes net of subsidies (CBN, 2007).

The Gross Domestic Product is widely acknowledged as the measure of economic growth and is a proxy for Nigerian economic growth. Unemployment, on the other hand, is seen as a situation whereby those who are willing and able to work cannot find jobs at the prevailing wage rate. The unemployment rate is a measure of the prevalence of unemployment, and is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the work force.

The total tax revenue is the revenue collected from taxes on income and profits, social security contributions; taxes levied on goods and services, payroll taxes, taxes on the ownership and transfer of property, and other taxes. Total tax revenue is express as a percentage of GDP, which indicates the share of a country's output that is collected by the government through taxes.

Government expenditure refers to all government consumption, investment, and transfer payments. In National Income Accounting, the acquisition of goods and services by the government for the current satisfaction of the citizenry or the collective needs of the community, and is classed as government final consumption expenditure. Government acquisition of goods and services to create future benefits or for further production, such as infrastructure investment or research spending, is classed as government investment (i.e., government gross capital formation). There are two types of government spending, on final consumption and on gross capital formation, which together constitute one of the key components of Gross Domestic Product. BEA's National Accounting measures government spending in three ways: Government consumption expenditures and gross investment, which are incorporated in GDP. Therefore, the total outflow excludes the consumption of fixed capital (CFC), which is a noncash charge. Government spending is funded through government borrowing, seigniorage, or taxes. So, a change in government spending is a chief component of fiscal policy used in stabilizing the macroeconomic business cycle.

The subscript t in our models represents the period, and U_t is an error term as earlier explained. We investigated the time series to determine their stationary properties before the first stage of the model using the Augmented Dickey-Fuller (ADF) unit root test to guard against spurious regression results. The expected signs of the independent variables, Government Expenditure and Total Tax Revenue coefficients are to either be positive or negative. The data are time series with an annual observation that covers the period 1980-2015. The bound of the testing procedure is the Ordinary Least Square (OLS). The test is carried out in two stages. First, we test for data stationarity, and secondly for relationships and magnitude using other econometrics determinants.

c) Data Required

Secondary data on GDP, Unemployment rate, Total Tax Revenue, and Government Expenditure from 1980-2015 was obtained for analysis.

d) Data Collection and Sources

The data used was sourced from various annual reports of Central Bank of Nigeria (CBN) for the period 1980-2015.

e) Method of Data Analysis

We use the Ordinary Least Square Method (OLS), and cointegration methods of econometrics.

IV. Data Presentation, Analysis, and Discussion

The data collected for this study was presented for the short and long-run regression analysis.

a) Data Presentation

The macroeconomic effects of fiscal policy have been in two dimensions of reduced expenditure (less spending) and revenue (fewer taxes). The results of lessened expenditure have a little effect on GDP and do not impact significantly on private consumption. Although they do hurt private investment, a varied outcome on housing prices will lead to a quick fall in stock prices and depreciation of the real effective exchange rate. Reduced taxes have the inverse outcomes as they have positive (although lagged) effects on GDP and private investment, which have a positive result on both housing and stock prices; and lead to an appreciation of the real effective exchange rate.

Growth and unemployment models are created for the Nigerian economy, namely, the Gross Domestic Product (GDP) and unemployment (UNEM) as the dependent variables while government expenditure (GEX) and government tax revenue (GTR) are the independent variables. The analysed data are attached as appendixes.

b) Results and Discussion for Model One

UNEM= f (GEX and GTR)

Unit Root Test for Stationarity (Augmented Dickey-Fuller)

Granger and Newbold (1974), Granger (1986), have both demonstrated that if time series variables are non-stationary, all regression findings with these time-series will be at variance from the conventional theory of regression with stationary series, meaning that regression coefficients with non-stationary variables will be spurious and, therefore, deceptive. So, we test for stationarity of the time series using the Conventional Method of Augmented Dickey-Fuller (ADF) test to investigate whether variables used in this study have a unit root or not. The results of the unit root test are as shown below.

Table 4.1: Unit Root Test for Stationarity (Augmented Dickey-Fuller)

Variables	ADF Test	Critical Value			Order of integration
		1% critical value	5%critical value	10%critic al value	
UNEM	-7.082013	-2.636901	-1.951332	-1.610747	1(1)
GEX	5.384104	-3.639407	-2.951125	-2.614300	1(1)
GTR	-4.632883	-3.661661	-2.960411	-2.619160	1(1)

Source: Authors' Computed Result from (E-views 8)

The stationarity test result presented in the above table 4.1 revealed that at various levels of significance (1%, 5%, and 10%), the variables were all stationary. However, one of the variables (unemployment) was not stationary with other at the same levels. However, the variables were differenced. Thus, UNEM, GEX, and GTR became stationary at the first difference (integrated of order one). Hence, the entire variables in this study are stationary, and the long-run relationship among the variables was tested using the Johansen co- integration framework as per Table 4.2.

Table 4.2: Johansen Co-Integration Test

Eigenvalue	Trace Statistic	5% critical value	Prob. **	The hypothesis of CE(s)
0.753647	74.47626	42.91525	0.0000	None *
0.391216	29.64453	25.87211	0.0161	At most 1 *
0.349556	13.76318	12.51798	0.0308	At most 2 *

Source: Computed Result Using (E-Views 8)

Table 4.2 above shows that there are three cointegrating equations at a 5% level of significance, as the Trace Statistic is greater than critical values. There is a strong evidence from the unit root test, to show that all the variables were stationary at first difference, which is a strong indication that there, exists a long-run relationship or equilibrium among the variables (i.e., GEX, GTR and UNEM).

Table 4.3: Short Run Result for Unemployment with GCEE, GRE and GTD. UNEM= f (GCE, GRE and GTD)

Variable	Coefficient	t-Statistic	Prob.
C	-2.415160	-1.779455	0.0844
LOG(GEX)	1.020619	3.657313	0.0009
LOG(GTR)	-0.153834	-0.505507	0.6166
R^2=0.735578, F-Statistic=45.90017, DW=1.401074, Prob. (F-stat=0.000000)			

Source: Authors' Computed Result from (E-view 8)

The short-run result in table 4.3 shows that the coefficient of determination R^2 is 0.74, i.e., 74%, which indicated that the variation in unemployment (UNEM) is explained by government expenditure (GEX) and Government tax revenue (GTR); meaning that, the explanatory power of the model is 74 percent.

More so, the coefficient of government expenditure (GEX) appeared with the wrong sign (i.e., positive instead of negative), implying a positive relationship between government expenditure and unemployment. From the result, we observe that a percentage increase in government expenditure (GEX) will increase the unemployment rate (UNEM) by 1.02 percent. This evidence does not conform to the apriori expectation as a result of mismanagement, corruption, and embezzlement of public funds that took place in the country during the period of study. Meanwhile, government expenditure is statistically significant, as the t-calculated value of 3.657313 is bigger than the t-table value of 2.032. Therefore, the null hypothesis is rejected and the alternate accepted which says there is a significant relationship between government expenditure and the unemployment rate in Nigeria. This means that government expenditure (GEX) has an impact on unemployment in Nigeria during the period of study. This relationship means that government expenditure can reduce unemployment in the country if properly managed.

Also, the coefficient of government tax revenue (GTR) is with the right sign (i.e., negative) implying a negative relationship between government tax revenue (GTR) and unemployment (UNEM), which means that a percentage increase in government tax revenue will reduce unemployment (UNEM) by 0.15 percent. This finding conforms to the apriori expectation. In the interim, the absolute value of the t-statistic for the slope coefficient is not significant, as the t-calculated of 0.505507 is less than the t-table of 2.032. Thus, we accept the null hypothesis stating that there is no significant relationship between government tax revenue and unemployment (UNEM) in Nigeria; although government tax revenue (GTR) impacts on unemployment in Nigeria but not significantly.

The entire regression model is significant given the f-value of 45.90017with the probability (F-stat=0.000000). The Durbin Watson value of 1.401074 also confirms the presence of serial autocorrelation.

c) Results and Discussion for Model Two: GDP = f (GEX and GTR)

Table 4.4: Unit Root Test for Stationarity (Augmented Dickey-Fuller)

Variables	ADF Test	Critical Value			Order of integration
		1% critical value	5%critical value	10%critical value	
GDP	-6.374925	-3.639407	-2.951125	-2.614300	1(1)
GEX	-5.384104	-3.639407	-2.951125	-2.614300	1(1)
GTR	-4.632883	-3.661661	-2.960411	-2.619160	1(1)

Source: Authors' Computed Result from (E-views 8)

The stationarity test result presented in table 4.4 above shows that at various levels of significance (1%, 5% and 10%), the variables were stationary, although none of the variables was stationary at level 1(0). However, the variables were differenced; thus, GDP, GEX and GTR became stationary at the first difference (integrated of order one). Hence, the entire variables in this study are stationary. Having established stationarity, the long-run relationship among the variables was conducted using the Johansen co-integration framework as posited at table 4.5 below.

Table 4.5: Johansen Co-Integration Test

Eigenvalue	Trace Statistic	5% critical value	Prob. **	The hypothesis of CE(s)
0.517683	46.65003	29.79707	0.0003	None *
0.451193	22.58795	15.49471	0.0036	At most 1 *
0.081005	2.787672	3.841466	0.0950	At most 2

Source: Computed Result Using (E-Views 8)

Table 4.5 above shows that there are two co-integrating equations at a 5% level of significance because the Trace Statistics is bigger than critical values at 5%, since, there is an existence of a long-run relationship resulting in equilibration of the variables.

Table 4.6: Short Run Result: GDP = f (GEX and GTR) Economic Growth (GDP) on Selected Macroeconomic variables.

Variable	Coefficient	t-Statistic	Prob.
C	9.802775	32.36194	0
LOG(GEX)	0.17234	2.76713	0.0092
LOG(GTR)	0.056266	0.828453	0.4134
R^2=0.776476, F-Statistic=57.31772, DW=1.078546, Prob.(F-stat=0.000000)			

Source: Authors' Computed Result from (E-view 8)

The short-run result as reported in table 4.6 above shows that the coefficient of determination R^2 is 0.78, indicating that the variation in the gross domestic product (GDP) explained by government expenditure (GEX), and government tax revenue (GTR) is 78 percent, meaning that, the explanatory power of the model of estimation is good.

More so, the coefficient of government expenditure (GEX) appeared with the right sign (i.e., positive) implying a positive relationship between government expenditure (GEX) and economic growth; so that a percentage increase in government expenditure (GEX) will increase economic growth (GDP) by 0.172340 percent. The result is consistent with the apriori expectation. Moreover, the absolute value of the t-statistic for the slope of the coefficient is significant because the t-calculated value of 2.767130 is greater than the t-table assessment figure of 2.032. Thus, the study rejects the null hypothesis and accepts the alternative, which states that "there is a significant relationship between government expenditure and economic growth in Nigeria" meaning that if fiscal policy regarding government expenditure is managed well, it will increase economic growth in Nigeria. The significant relationship between government expenditure and economic growth also reflects the potency of the variable (i.e., GEX) as an imperative conductor in transmitting fiscal policy impulses to the aggregate economy, thereby increasing economic growth.

Moreover, the coefficient of government tax revenue (GTR) variable appeared with the right sign (i.e., positive) implying a constructive relationship between government tax revenue (GTR) and economic growth (GDP), meaning that, a percentage increase in government tax revenue (GTR) will increase GDP by 0.056266 percent which is in consonant with the apriori expectation. Moreover, the absolute value of the t-statistic for the slope of the coefficient is not significant, because the t-calculated value of 0.828453 is less the t-table value of 2.032. Thus, we accept the null hypothesis which states that "there is no significant relationship between government tax revenue and economic growth in Nigeria. The implication is that government tax revenue does impact on economic growth in Nigeria, but not significantly.

The entire regression model is significant given the f-value of 38.51284 with the probability F-stat of 0.000000. The Durbin Watson value of 1.429601 illustrates the presence of serial autocorrelation a result of the non-stationarity of time series data that are used for the study.

V. Summary, Conclusion and Recommendations

a) *Summary*

This study empirically examined the exotic influence of fiscal policy on selected macro-economic variables in Nigeria from 1980-2015.

The study also examined the Solow's model, the exogenous growth models, the Harrod-Domar growth model, Keynesian growth theory, the classical growth theory, neoclassical growth theory, new growth theory, the natural rate of growth, unified growth theory, the big push theory, Schumpeterian growth theory, classical theory of unemployment, Keynesian theory of unemployment, the Marxian theory of unemployment, and efficiency wage theory of unemployment.

Furthermore, to achieve our objectives, we utilized data on GDP, the unemployment rate, Government Expenditure, and Total Tax Revenue collected from a secondary source, principally the CBN Statistical Bulletin. The study applied the Ordinary Least Square (OLS) and Co-integration methods of econometrics to analyse the data and vitrify the relationship that exists among the variables.

The main findings in the study are:

i. There is a significant relationship between government expenditure and the unemployment rate in Nigeria.
ii. There is no significant relationship between government tax revenue and unemployment in Nigeria.
iii. There is a significant relationship between government expenditure and economic growth in Nigeria.
iv. There is no significant relationship between government tax revenue and economic growth in Nigeria.
v. Our findings further revealed that there are going to be policy implications as the government expenditure policy was to reduce the unemployment rate and enhanced or increase the GDP of the country. Government expenditure has the potential to stabilize Nigeria's GDP if the governments spend more on productive sectors of the economy.
vi. The total tax revenue policy has not contributed significantly to unemployment and also to advance the economic growth of Nigeria from 1980 to 2015 since Total tax revenue alone cannot enhance the economic growth of Nigeria.

b) *Conclusion*

From our regression results we find that there is a significant relationship between government expenditure and the unemployment rate in Nigeria. There is insignificant relationship between government tax revenue and unemployment in Nigeria. There is a significant relationship between government expenditure and economic growth in Nigeria. There is no significant relationship between government tax revenue and economic growth in Nigeria. The study, therefore, concludes that suitable or appropriate fiscal policies should be maintained. There should be a balance combination and coordination of both monetary and fiscal policies to achieve stable economic growth in Nigeria.

c) *Recommendations*

It is necessary to provide a set of policy recommendations that would apply to the economy of Nigeria.

i. The government should adopt an appropriate fiscal policy to stimulate economic growth and also reduce the unemployment rate.
ii. The government have a duty to guarantee that there is a co-operation between fiscal policy tool of government spending' and taxation to enhance the economic growth of Nigeria.
iii. For the fiscal policy to be effective in ensuring stability in the economy of Nigeria, it should be augmented with monetary policy.
iv. Conscientious efforts should be made by the government to perfect the various fiscal policies to provide an enabling environment to increase Economic growth (GDP) and reduce unemployment in Nigeria.
v. The government should increase her capital expenditure and ensure that a well-balanced combination and coordination of both fiscal and monetary policies are adopted at all times to enhance the economic growth of Nigeria and to also reduce unemployment to the barest minimum.
vi. The government should not be increasing tax levels, rather, put standard tax structure that guarantees economic growth.

vii. The government should exploit the positive relationship that exist between tax and economic growth to bring about effectual investment expenditure that spurs growth, and in turn, boost the revenue levels.

viii. The government should improve on income taxes, sales tax/VAT and excise taxes collection system eliminate fraud, evasion, and corruption (Abomaye-Nimenibo et al., 2018).

ix. Proper Attitude to Work: Most government workers don't like working hard. They always believe in the slogan. "After all, government work is not my father's own". These ideas or belief at the back of their minds, therefore, makes them handle the work with all amounts of triviality and carelessness. In a company or establishment where we have this type of workers, there used to be a high rate of labour turn over. The management in its bid to stop this type of behaviour resorts to frequent infringement on the fringe benefits of the workers who attempted to breed obnoxious behaviours. Common sense, therefore, will even indicate to us that where the number of those employed are reduced and unemployed is increased to obtain from advocating for proper attribute to work, people should regard the work from which they earn a living by being punctual to work to avoid unnecessary embarrassment and lay off of labour by their employers.

x. Reorganizing the Education System: To combat any unemployment, the educational system should completely be restructured in such a way that employment is assured on completion of school. This re-organization can be realized through proper and adequate training coupled with the involvement of well experienced and qualified personnel. The students are coached and given entrepreneurial development training to make fit for white-collar jobs and be self-sufficient also.

xi. Expansion of Agricultural Sector: Double attention be given to the agricultural sector which is the bedrock of the nation, and the government should build good roads, good communication network, pipe-borne water and electricity in the rural areas that accommodate almost 75% of people of Nigerians, thereby making them perpetual local dwellers and farmers in line with these and other recommendations made by Abomaye- Nimenibo et al. (2019).

xii. Government to curtail unemployment in the nation should invest and also encourage investors to invest in rural areas by giving them tax waivers and other incentives.

xiii. Mechanized farming be introduced to the rural farmers by proving tractors, ploughs, harvester, cash crops, building agriculture estates like cassava, banana, cocoa plantation and also breading of poultry, piggery goat etc. which will invariably boost their ego and production capability thereby attracting more people into the profession. More attention be given to the expansion of the Agricultural sector by way of making the problem of unemployment will definitely to be a thing of the past in the nearest future.

xiv. Making Loans Available: If there is the availability of loan to the investors who have little or no money but have the business acumen, they will invest thereby creating opportunities for our youths, school leavers that is walking the whole street of the town in search of jobs or self- employed. Government should make loans available to farmers at a low interest rate. The repayment of the loan should be of a longer period, and freedom of movement should be given to these investors so as to evenly distribute employment opportunities to all the workers in the society.

xv. Encourage the Mobility of Labour: The movement of people will obviously, solve the unemployment problem. A great and well-known development economist, Author Lewis in his theories has stated that not moving about brings illness to human beings. So, mobility of labour is advocated.

References Références Referencias

1. Abomaye-Nimenibo, W.A.S (2015); The Socio-Economic Effects of Youth Unemployment in Akwa Ibom State: A Study of Uyo Local Government Area, Akwa Ibom State, Nigeria, Research journali's Journal of Economics, Vol.3, No.6,2015, ISSN2347-8233, PP1-18.
2. Abomaye-Nimenibo, W.A.S. and Inimino, E. E. (2016), An Empirical Analysis of Fiscal Policy Measures; and Unemployment In Nigeria, Journal of Social Sciences and Public Policy, Volume 8, Number 2, 2016, 148-172. ISSN: 2277-0038; 108-126.
3. Abomaye-Nimenibo, W.A.S (2017), The Concept and Practice of Taxation in Nigeria, Port Harcourt, Nimehas Publishers.
4. Abomaye-Nimenibo, W.A.S; Abomaye-Nimenibo, C.T.; and Minabere, H.A (2017): The Socio-Economic Dilemma And Challenges Of Population Growth Of Ogu Urban Town As A Nigerian Rural Community; Global Journal of Management and Business Research, E. Marketing , Volume 17, Issue 4, Version 1.0; December 23, 2017; pp1-20
5. Abomaye-Nimenibo, W. A. S. (2018); The Socio-Economic and Pathological Effects of Youth Unemployment in Ogu/Bolo Local Government Authority Area of Rivers State, Nigeria, Global Journal of Human–Social Science: E- Economics, Volume 18 Issue 3 Version 1.0 Online ISSN: 2249-460x & Print ISSN: 0975-587X; pp 27-50.

6. Abomaye-Nimenibo, W. A. S.; Eyo, M. J.; Friday, H. C. (2018); An Empirical Analysis of Tax Revenue and Economic Growth in Nigeria from 1980 to 2015, Global Journal of Human –Social Science: F-Political Science, Volume 18 Issue 3 Version 1.0 Year 2018 Online ISSN: 2249-460x & Print ISSN: 0975-587X; 9-40
7. Abomaye-Nimenibo, W. A. S., Usanga, S. U.; Ikpe, M. D. (2019); An Empirical Analysis of Agricultural Production: The Sway of Economic Growth in Nigeria, Research & Analysis (RA) Journal of Applied Research, ISSN: 2394-6709, DOI:10. 31142/rajar/v5i1.01, Volume: 05 Issue: 01 January - 2019; pp.2170-2199.
8. Abomaye-Nimenibo, W.A.S. (2020), Urban and Regional Economics, Port Harcourt, Nimehas Publishers
9. Abubakar, A.B. (2016). Public expenditure and economic growth in Nigeria: A disaggregate analysis. *International Journal of Research in Economics and Social Sciences*, 6(3).
10. Abdulrauf, A G. (2015). An Analysis of the Impact of Fiscal Policy variables on the Nigerian Economy,
11. Abu, N., and Abdullahi, U. (2010). Government expenditure and economic growth in Nigeria: A disaggregated analysis. *Business and Economics Journal*, 4.
12. Achebe. G.C. (1983), Money and output interaction in Nigeria: An econometric Investigation using multivariate co-integration technique, *Central Bank of Nigerian Economic and Financial Review*, 37(3), 231-254.
13. Adeoye T (2006, 2011). Fiscal Policy and Growth of the Nigerian Economy: NISER monograph series, p. 10.
14. Adefeso, H. A., and Mobalaji, H. I. (2010) "*The Fiscal-Monetary Policy and Economic Growth in Nigeria: Further Empirical Evidence"* Pakistan Journal of Social Sciences, Volume 7 Issue 2 Pp. 137-142. *Advances in Economics and Business*, 13(6).
15. Agiobenebo, T. J. (2003). Public Sector Economics: Principles, Theories, Issues and Applications. (3rd Ed.) Port Harcourt: Lima Computers.
16. Aguene. G. (1991). Public Finance in Models of Economic Growth. *Review of Economic Studies,* 59, 645 – 661.
17. Akpakpan, B. E. (1999). The Economy towards a New Type of Economics. Port Harcourt: New Generation Publishers.
18. Alex, E.O., and Ebieri, J. (2014). Empirical analysis of the impact of fiscal policy on economic growth of Nigeria. *International Journal of Economics and Finance*, 6(6).
19. Amadi, 2006) An Econometric Case Study of the Relative Importance of Monetary and Fiscal Policy in Nigeria. *The Bangladesh Economic Review,*
20. Anerbach (2009) The Dominant Influence on Fiscal Actions in Developing Countries. *Eastern Economic Journal*. X (3): 271-284.
21. Anyanwu (1997, 1993, 2007)." Government Expenditure, Governance and Economic Growth." Comparative Economic Studies, Vol. 51, No. 3, pp 401-418.
22. Antai, A. S. (2003). Macroeconomics concepts, policies and Application. First Edition, page 263.
23. Arnelyn, A., Gemma, B.E., Minsoo, L., and Donghyun, P. (2014). Fiscal policy and economic growth in developing Asia. *ADB Economics Working Paper Series No 412, October 2013.*
24. Amin O. (1998) Government Size, Factor Accumulation and Economic Growth: Evidence from OECD countries. *Journal of Policy Model ing. 24(7&8):*
25. Barro, R. (1990). Government Spending in a Simple model of Endogenous Growth. *Journal of Political Economy*, 98, S103 - S125.
26. Antonio, F., and Ilian, M. (1998). The effects of fiscal policy on consumption and employment: Theory and evidence. Correspondence of the European Summer Symposium on International Macroeconomics, Tarragona, 1998.
27. Anthanasios, O.T. (2013). The unemployment effects of fiscal policy: Recent evidence from Greece. *IZA Journal of European Labour Studies*, 2(11).
28. Antonio. T, et al, (1998). *Fiscal Policy and Growth of the Nigeria Economy: An Empirical Perspective.* Ibadan: National Institute of Social and Economic Research Monograph Series, No. 3.
29. Balogun. O. (1999) "The Impact of Government Expenditure on Economic growth: How sensitive to the Level of development" Journal of Policy Modeling. Vol 32 Issue 6, pp. 804-817.
30. Benanaya, D., Khaled, R., Rachid, T., and Badreddine, T. (2014). The impact of fiscal policy on economic growth: Empirical evidence from panel estimation. The 2014 WEI International.
31. Beggs. T. et, al (2000). The Relative Stability of Monetary Velocity and Investment Multiplier in the US, Impacts of Monetary Policy Commission on Money and Credit, Englewood cliffs and New Jersey: Prentice-Hill. Nathan Pelesai Audu 150.
32. Briggs. O. (1973). Fiscal Policy and Economic Growth: Evidence from Nigeria (1970-2006). *Journal of Economics, Management Studies and Policy (JEMSAP),* 3(1), 1 - 15.
33. Bureau of Economic Research (NBER) Working Paper No. 14725. Central Bank of Nigeria Statistical Bulletin 2010.
34. Chuku, A. C. (2010) "Monetary and Fiscal Policy Interactions in Nigeria: An Application of a state-space Model with Markov Switching" Journal of Applied Statistics vol. No, 1 Pp. 39-51.

35. Davis, J. M; Ossowsk, R. and Fedelino, A (2003) "Fiscal Policy Formulation and Implementation in Oil-Producing Countries" International Monetary Fund (on-line, www.imf.ori.../Indec.htn) retrieved on 11th Jan, 2013).
36. Dornbusch, R, and Fischer, S (1990). *Macroeconomics (*5th ed.) New York: McGraw-Hill Publishing Company.
37. Dewett, K.K., and Navalur, M.H. (2012). *Modern economic theory*. New Delhi: S. Chand & company LTD. Developed Countries: An Empirical Study for 1960-80, Economic Development and Cultural Change, Vol. 35 pp. 35-75.
38. Devarajan, S. and Vinaya, J. (1993). The composition of public expenditure and economic growth. *Journal of Monetary Economics*, 37(2): 313-344. Econometrics., 2: 111-120
39. Englama. J (2001) 'Fiscal Policy and Economic Growth: An Empirical Investigation', *Journal of Monetary Economics*, 32: 417-458.
40. Eric, M.E., and Jonathan, S. (1992). Fiscal policy and economic growth*. NBER Working Paper Series No 4223.*
41. Eurostat, and international labour comparisons program (2014). Economic watch 2010
42. Erkin, B. (1988). Government expenditure and economic growth: Reflections on professor ram's approach: A new framework and some evidence from New Zealand time series data. *Keio Economic Studies*, 25(1).
43. Fadayomi, R, J, Osinubi (1972), "Economic Growth in a Cross Section of Countries" Quarterly Journal of Economics. Vol 18 pp. 769-83.
44. Fajana and Standing (1983, 2000, 2002)," *Government Expenditures, Military Spending and Economic Growth: Causality Evidence from Egypt, Israel, and Syria.*" Journal of Policy Modelling, Vol. 25, Nos. 6-7, pp 567-583.
45. Gbanador T (2007), Fiscal policies of the federal government strategies since 1986, *Central Bank of Nigeria, Economic and Financial Review*, 31(4) (1993), 340-350.
46. Gbanador C. (2007). Modern Macroeconomics; Port Harcourt: Pearl Publishers.
47. Gbosi A. N (2012:61) Government Policy Makers and the Nigerian Economy Thompson and Thompson Nig. Ltd. 35 Victoria Street, Port Harcourt.
48. Gbosi, A. N. (2002). Contemporary Macroeconomic Problems and Stabilization Policies. Port Harcourt: Automatic Ventures.
49. Gbosi, A. N. (2015). Contemporary Macroeconomic Problems and Stabilization Policies. Port Harcourt: Automatic Ventures.
50. Gbosi, A. N. (2007) "Implementing the New Fiscal Policy Activism" National Analysis, International Journal of Management Sciences and Business Research Vol.1, issue 7, pp 1-15.
51. Graham. A. (1992) Monetary dimension of the Nigerian economic crisis: Empirical evidence from a co-integration paradigm, *Nigeria Journal of Economic and Social Studies*, 39(2), 145-167.
52. Grill, F.O, Zanalda, Nabol. et al (1995, 1997); "Exchange Rate Depreciation, Budget Deficit and Inflation. The Nigeria Experiences, the AERC, Nairobi (May).
53. Granger CWJ, Newbold P (1974). "Spurious Regressions in Econometrics, J. Determinants: An Empirical Analysis" World Development, Vol 18 pp. 769- 83.
54. Haralambos, M.O. (2004). Financial intermediation and economic Growth in Developing countries, *Journals of Econamics Studies,* 39(2), 145-167
55. Hussain, A. Muzafar, S.H., and Ahmad, Z.B. (2009). The effect of fiscal variables on economic growth in Asian economies: A dynamic panel data analysis. *International Journal of Business and Management*, 4(1).
56. Hanson (1977) Fiscal Policy in Nigeria: Any Role for Rules? *International Monetary Fund Working Paper* Number WP/ 03/ 155.
57. Hottz-Eakin, D., Lovely, M. E. and Tosin, M. S. (2009). Generating Conflict, Fiscal Policy, and Economic Growth. *Journal of Macroeconomics*, 26: 1
58. Huang, H. and Padilla, A. J. (2002) "Fiscal Policy and The Implementation of the Walsh Contract for Central Banker's) ANNALS of Economics and Finance, Volume 3 pp. 27-42.
IMF 2001, 2013
59. Jelilov. I.D. Gylych, A.T., Abdulrahman, T. C, Samira, et, al. (2015, 2016) Effects of Public Expenditure on Economic Growth in Nigeria:
60. Jhingan, M. L. (1996). *Macroeconomic Theory.* New Delhi: Vrinda Publishers.
61. Kalle, K. (2012). Fiscal policy effects on economic growth: Short run vs long run. *Tallim University of Technology Working Paper, TUWPE No 167.*
62. kalyoncu, R, Huseyin, I, S, et, al. (2016) "Government Size and Economic Growth: A New Framework and Some Evidence from Cross-Section and Time-Series Data" American Economic Review Vol. 76 pp. 191-203.
63. Keynes, J.M. (1964 [1936]). *The General Theory of Employment, Interest and Money*. Harbinger, New York.
64. Komain, J., and Brahmasrene, T. (2007). The relationship between government expenditures and economic growth in Thailand. *Journal of Economics and Economic Education Research*, 8 (1): 93 – 102.
65. Lampman (1974). Public Expenditure and Economic Growth in Africa. *African Journal of Economic Policy,* 14(1): 1-25.

66. Lipsey. J. (1963) "Unemployment and Nigerian Economic Growth (1985- 2009)" Proceedings of the International Conference on Teaching, Learning and Change. Organized by International Association for Teaching and Learning (IATEL).
67. Medee, P.N and Nembee, S.G (2011). Econometric Analysis of the impact of Fiscal Policy Variables on Nigeria's Economic Growth (1970-2009). *International Journal of Economic Development Research and Investment*, 2(1), April.
68. Microsoft Corporation (2004): Microsoft Encarta Encyclopaedia.
69. Michele, C. (2005). Government employment and the dynamic effects of fiscal policy shocks. *Working Paper Series 2005-16*. Federal Reserve Bank of Sanfransisco.
70. Momodu, A.Y., and Ogbole, O.F (1987) 120 Dynamic Effects of Fiscal Policy on Output and Unemployment in Nigeria: An Econometric Investigation.
71. Mueller. T (2011). Fiscal Policy and Macroeconomic Performance in Nigeria Unpublished PhD Thesis, Department of Banking and Finance, Rivers State University of Science and Technology, Port Harcourt Academic Conference Proceedings, New Orleans, USA.
72. Nathan, P.A. (2012). The impact of fiscal policy on the Nigerian economy. *International Review of Social Sciences and Humanities*, 4(1): 142-150.
73. Nwankwo, A. (2010) "Nigeria's Foreign Debt: The Good, Bad and Bizarre". Vanguard 17 Nov.
74. National Bureau of Statistics, Labour Force Survey, Dec. 2012) Nigeria Bureau of Statistics 2013, CBN 2013
75. Nicholas (2000) "Fiscal Policy: Its Impact on Economic Growth in Nigeria (1970-2006)" Journal of Economics and International Finance Vol.3, (6) Pp. 407-417.
76. Nutman, D (1981) "Government and Economic Growth in the Less- Developed Countries: An Empirical Study for 1960-80, Economic Development and Cultural Change, Vol 35 pp. 35-75.
77. Odewummi, R. M. (2012) "The Nigerian Fiscal and Monetary Policy – Challenges and Prospect" (Online–www.olafideavociate.com/olajide/p) Retrieved on 12 Jan. 2013).
78. Okowa, W. J. (1997). Oil Systemic Corruption, Abdulistic Capitalism and Nigerian Development: A political Economy (2nd Ed.) Port Harcourt: Paragraphics Publishers.
79. Okwo, I. M. (2010) "An Overview of Public Debt and its Management Strategies in Nigeria (1980-2007) ESUT Journal of Accountancy Vol. 1 No. 2 pp. 237-248.
80. Obayori, J.B. (2016). Fiscal Policy and Unemployment in Nigeria. *The International Journal of Social Sciences and Humanities Invention*, 3(2): 1887-1891.
81. Olajide, B. And Adekoya, F. (1997, 2012) "Economic Healing: Revisiting 2012 Fiscal Policy" (Online – www.nigerianbestforum.com – retrieved on 13th Jan. 2013.
82. Okemini and Uranta, 2008) Fiscal Policy and Growth of the Nigerian Economy. *NISER Monograph Series*.
83. Onoh V. and Ribeiro, M. P. (2007) "Fiscal Policy Implementation in Sub- Saharan Africa". IMF Working Paper WP/11/172.
84. Omitogun, O. and Ayinla, T. A. (2007). "Fiscal Policy and Nigeria Economic Economic Retirement (online- www.termpaperwarehouse.com-retrieved on 12th January, 2012).
85. Ojukwu (1989) "Fiscal Policy and Economic Growth: An Empirical Investigation" Journal of Monetary Economic Vol 32 pp. 417-58.
86. Olawunmi, O. and Ayinla, T. A (2007) "Fiscal Policy and Nigerian Economic Growth". Journal of Research in National Development. Vol. 5, No. 2 pp.19-29.
87. Osi, J. O. (2001), Monetary dimension of the Nigerian economic crisis: Empirical evidence from a co-integration paradigm, *Nigeria Journal of Economic and Social Studies*, 39(2), 145-167.
88. Oyejide, T. (2003). The Challenges of Monetary Management in an Environment of Fiscal Dominance, *Third Annual Monetary Policy Conference Proceedings on Issues in Fiscal Management: Implications for Monetary Policy in Nigeria,* 11-12 December 2003. Lagos, Central Bank of Nigeria Publications.
89. Osinowo, O.H. (2015). Effect of fiscal policy on sectoral output growth in Nigeria. Cycle. *Review of Economic Studies*, 22(2), p.75.
90. Oduah (1999), The relative effectiveness of fiscal and Monetary policy in Macroeconomic Management in Nigeria, *The Nigerian Economic and Financial Review*, 6(1) (2001), 147-161.
91. Reem, H. (2009) "What is Fiscal Policy" Bonds International Monetary Fund (on-line – www.imf.org).
92. Siyan P. and Adebayo F.O., (2005), An empirical investigation of stability and Money demand in Nigeria (1970-1999), *Nigerian Journal of Economics Development Matters (NJEDM)*, 4(1) 87-102.
93. Sikiru, J.B., & Umaru, A. (2012). Fiscal Policy and Economic Growth Relationship in Nigeria. *International Journal of Business and Social Science*, 2(17).
94. Thirlway. T. (1983) "The Relationship between Government Expenditures and Economic Growth in Thailand". Journal of Economics and Economic Education Research. 3.
95. Terbia (1977) The impact of fiscal policy on economic growth: Empirical evidence from panel estimation. The 2014 WEI International.

96. Tom-Ekine, N. (2013). Macroeconomics: Dimensions of Competitive Indicators and Policy Performance. Port Harcourt: Dominus Printing Company.
97. Tyagi, G. (2013) Fiscal Deficit. Exchange rates and External balance: Evidence from Nigeria: Paper accepted for publication in Africa Economy and social Review. Vol. 3. No.1-2.
98. *Usen.* O. (1979). Public Expenditure and Economic Growth. African J. Econ. Policy. Ibadan, University of Ibadan Press. 1(1)1-37.
99. Volkova et al (1986). Achieving Sustainable Output Growth in Nigeria through Demand Management. The Nigerian J. Econ. Soc. Stud., 36(1).
100. William A, (1976)." Government Expenditure, Governance and Economic Growth." Comparative Economic Studies, Vol. 51, No. 3, pp 401-418.

World Bank 2012

Appendix: I

Nigeria's Data on GEX, GTR, UNEM and GDP

YEAR	GEX	GTR	GDP	UNEM
1980	14968.50	15233.50	31546.08	6.400000
1981	11413.70	13290.50	205222.1	7.100000
1982	11923.20	11433.70	199685.2	4.700000
1983	9636.500	10508.70	185598.1	10.20000
1984	9927.000	11253.30	183563.0	7.300000
1985	13041.10	15050.40	201036.3	6.100000
1986	16223.70	12595.80	205971.4	5.300000
1987	22018.70	25380.60	204804.5	7.000000
1988	27749.50	27596.70	219875.6	5.300000
1989	41028.30	53870.40	236729.6	4.000000
1990	60268.20	98102.40	267550.0	5.500000
1991	66584.40	100991.6	265379.1	5.700000
1992	92797.40	190453.2	271365.5	7.500000
1993	191228.9	192769.4	274833.3	7.200000
1994	160893.2	201910.8	275450.6	6.800000
1995	248768.1	523597.0	281407.4	6.400000
1996	337217.6	582811.1	293745.4	6.400000
1997	428215.2	463608.8	302022.5	8.500000
1998	487113.4	949187.9	310890.0	7.600000
1999	947690.0	1906160.	312183.5	8.500000
2000	701059.4	2231533.	329178.7	11.50000
2001	1018026.	1731838.	356994.3	9.600000
2002	1018156.	2575096.	433203.5	8.800000
2003	1225966.	3920500.	477533.0	10.80000
2004	1426200.	5547500.	527576.0	10.20000
2005	1822100.	5965102.	561931.4	9.400000
2006	1938002.	5715500.	595821.6	9.900000
2007	2450897.	7866590.	634251.1	10.90000
2008	3240820.	4057499.	672202.6	12.80000
2009	3452991.	5879863.	718977.3	11.20000
2010	4194218.	5934651.	776332.2	11.53600
2011	42999155	5290671.	834161.9	14.60000
2012	45579104	10654725	902794.0	12.40000
2013	48313850	7293349.	964184.0	12.80000
2014	51212681	7746248.	969969.1	13.300000
2015	48368545	8564774.	945,649.0	12.830000

Source: CBN Statistical Bulletin (Various Issues)

Appendix II: Regression Results

Dependent Variable: GDP
Method: Least Squares
Date: 08/08/19 Time: 10:49
Sample: 1980 2015
Included observations: 36

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	230791.1	17028.39	13.55331	0.0000
GEX	0.004423	0.001127	3.926350	0.0004
GTR	0.061853	0.005808	10.64906	0.0000

R-squared	0.920636	Mean dependent var	428600.5
Adjusted R-squared	0.915826	S.D. dependent var	263763.2
S.E. of regression	76525.13	Akaike info criterion	25.40828
Sum squared resid	1.93E+11	Schwarz criterion	25.54024
Log likelihood	-454.3491	Hannan-Quinn criter.	25.45434
F-statistic	191.4018	Durbin-Watson stat	1.493417
Prob(F-statistic)	0.000000		

Appendix Iii: Log-Linear Regression Result

Dependent Variable: LOG(GDP)
Method: Least Squares
Date: 08/08/19 Time: 10:50
Sample: 1980 2015
Included observations: 36

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	9.802775	0.302911	32.36194	0.0000
LOG(GEX)	0.172340	0.062281	2.767130	0.0092
LOG(GTR)	0.056266	0.067917	0.828453	0.4134

R-squared	0.776476	Mean dependent var	12.77103
Adjusted R-squared	0.762930	S.D. dependent var	0.683899
S.E. of regression	0.332990	Akaike info criterion	0.718244
Sum squared resid	3.659108	Schwarz criterion	0.850204
Log likelihood	-9.928395	Hannan-Quinn criter.	0.764302
F-statistic	57.31772	Durbin-Watson stat	1.078546
Prob(F-statistic)	0.000000		

Appendix IV: Unit Root Test GDP @ Level

GDP @ LEVEL

Null Hypothesis: GDP has a unit root
Exogenous: Constant
Lag Length: 1 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		2.275536	0.9999
Test critical values:	1% level	-3.639407	
	5% level	-2.951125	
	10% level	-2.614300	

GDP @ 1ST DIFF.

*MacKinnon (1996) one-sided p-values.
Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GDP)
Method: Least Squares
Date: 08/08/19 Time: 10:52
Sample (adjusted): 1982 2015
Included observations: 34 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
GDP(-1)	0.038952	0.017118	2.275536	0.0299
D(GDP(-1))	0.139964	0.120433	1.162177	0.2540
C	1356.992	7832.136	0.173259	0.8636

R-squared	0.239460	Mean dependent var	21777.26
Adjusted R-squared	0.190393	S.D. dependent var	25107.00
S.E. of regression	22590.81	Akaike info criterion	22.97257
Sum squared resid	1.58E+10	Schwarz criterion	23.10725
Log likelihood	-387.5337	Hannan-Quinn criter.	23.01850
F-statistic	4.880260	Durbin-Watson stat	0.749851
Prob(F-statistic)	0.014368		

GDP @ 1ST DIFF.

Null Hypothesis: D(GDP) has a unit root
Exogenous: Constant
Lag Length: 0 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		-6.374925	0.0000
Test critical values:	1% level	-3.639407	
	5% level	-2.951125	
	10% level	-2.614300	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GDP,2)
Method: Least Squares
Date: 08/08/19 Time: 10:51
Sample (adjusted): 1982 2015
Included observations: 34 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GDP(-1))	-0.759988	0.119215	-6.374925	0.0000
C	15152.77	5272.267	2.874051	0.0071

R-squared	0.559469	Mean dependent var	-5823.415
Adjusted R-squared	0.545703	S.D. dependent var	35637.69
S.E. of regression	24020.36	Akaike info criterion	23.06821
Sum squared resid	1.85E+10	Schwarz criterion	23.15800
Log likelihood	-390.1596	Hannan-Quinn criter.	23.09883
F-statistic	40.63967	Durbin-Watson stat	0.684032
Prob(F-statistic)	0.000000		

GEX @ LEVEL
Null Hypothesis: GEX has a unit root
Exogenous: Constant
Lag Length: 0 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		0.180156	0.9673
Test critical values:	1% level	-3.632900	
	5% level	-2.948404	
	10% level	-2.612874	

*MacKinnon (1996) one-sided p-values.
Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GEX)
Method: Least Squares
Date: 08/08/19 Time: 10:52
Sample (adjusted): 1981 2015
Included observations: 35 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
GEX(-1)	0.013760	0.076376	0.180156	0.8581
C	1297482.	1220935.	1.062696	0.2956

R-squared	0.000983	Mean dependent var	1381531.
Adjusted R-squared	-0.029291	S.D. dependent var	6579371.
S.E. of regression	6675033.	Akaike info criterion	34.32109
Sum squared resid	1.47E+15	Schwarz criterion	34.40997
Log likelihood	-598.6191	Hannan-Quinn criter.	34.35177
F-statistic	0.032456	Durbin-Watson stat	1.928049
Prob(F-statistic)	0.858132		

GEX @ 1ST DIFF.

Null Hypothesis: D(GEX) has a unit root
Exogenous: Constant
Lag Length: 0 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		-5.384104	0.0001
Test critical values:	1% level	-3.639407	
	5% level	-2.951125	
	10% level	-2.614300	

*MacKinnon (1996) one-sided p-values.
Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GEX,2)
Method: Least Squares
Date: 08/08/19 Time: 10:53
Sample (adjusted): 1982 2015
Included observations: 34 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GEX(-1))	-0.956234	0.177603	-5.384104	0.0000
C	1356365.	1191597.	1.138275	0.2635

R-squared	0.475312	Mean dependent var	-83546.51
Adjusted R-squared	0.458915	S.D. dependent var	9204768.
S.E. of regression	6770887.	Akaike info criterion	34.35118
Sum squared resid	1.47E+15	Schwarz criterion	34.44097
Log likelihood	-581.9701	Hannan-Quinn criter.	34.38180
F-statistic	28.98857	Durbin-Watson stat	1.991210
Prob(F-statistic)	0.000006		

GTR @ LEVEL

Null Hypothesis: GTR has a unit root
Exogenous: Constant
Lag Length: 4 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		0.744031	0.9912
Test critical values:	1% level	-3.661661	
	5% level	-2.960411	
	10% level	-2.619160	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GTR)
Method: Least Squares
Date: 08/08/19 Time: 10:54
Sample (adjusted): 1985 2015
Included observations: 31 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
GTR(-1)	0.061400	0.082524	0.744031	0.4638
D(GTR(-1))	-0.471016	0.188059	-2.504618	0.0191
D(GTR(-2))	-0.124344	0.224687	-0.553412	0.5849
D(GTR(-3))	-0.049021	0.236135	-0.207599	0.8372
D(GTR(-4))	-0.885180	0.242764	-3.646254	0.0012
C	416294.9	258351.1	1.611353	0.1197

R-squared	0.599762	Mean dependent var	275920.0
Adjusted R-squared	0.519714	S.D. dependent var	1511140.
S.E. of regression	1047260.	Akaike info criterion	30.73324
Sum squared resid	2.74E+13	Schwarz criterion	31.01078
Log likelihood	-470.3652	Hannan-Quinn criter.	30.82371
F-statistic	7.492554	Durbin-Watson stat	1.814661
Prob(F-statistic)	0.000205		

GTR @ 1ST DIFF.
Null Hypothesis: D(GTR) has a unit root
Exogenous: Constant
Lag Length: 3 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		-4.632883	0.0008
Test critical values:	1% level	-3.661661	
	5% level	-2.960411	
	10% level	-2.619160	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GTR,2)
Method: Least Squares
Date: 08/08/19 Time: 10:54
Sample (adjusted): 1985 2015
Included observations: 31 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GTR(-1))	-2.219066	0.478982	-4.632883	0.0001
D(GTR(-1),2)	0.813119	0.431317	1.885200	0.0706
D(GTR(-2),2)	0.777226	0.345493	2.249612	0.0332
D(GTR(-3),2)	0.830194	0.229248	3.621379	0.0012
C	508747.5	224553.0	2.265601	0.0320

R-squared	0.866180	Mean dependent var	26380.05
Adjusted R-squared	0.845592	S.D. dependent var	2642160.
S.E. of regression	1038231.	Akaike info criterion	30.69062
Sum squared resid	2.80E+13	Schwarz criterion	30.92191
Log likelihood	-470.7047	Hannan-Quinn criter.	30.76602
F-statistic	42.07264	Durbin-Watson stat	1.786059
Prob(F-statistic)	0.000000		

Johansen Cointegration Result

Date: 08/08/19 Time: 10:55
Sample (adjusted): 1983 2015
Included observations: 33 after adjustments
Trend assumption: Linear deterministic trend
Series: GDP GEX GTR
Lags interval (in first differences): 1 to 2

Unrestricted Cointegration Rank Test (Trace)

Hypothesized No. of CE(s)	Eigenvalue	Trace Statistic	0.05 Critical Value	Prob.**
None *	0.517683	46.65003	29.79707	0.0003
At most 1 *	0.451193	22.58795	15.49471	0.0036
At most 2	0.081005	2.787672	3.841466	0.0950

Trace test indicates 2 cointegratingeqn(s) at the 0.05 level
* denotes rejection of the hypothesis at the 0.05 level
**MacKinnon-Haug-Michelis (1999) p-values

Unrestricted Co integration Rank Test (Maximum Eigenvalue)

Hypothesized No. of CE(s)	Eigenvalue	Max-Eigen Statistic	0.05 Critical Value	Prob.**
None *	0.517683	24.06208	21.13162	0.0188
At most 1 *	0.451193	19.80028	14.26460	0.0060
At most 2	0.081005	2.787672	3.841466	0.0950

Max-Eigen value test indicates 2 co integrating eqn(s) at the 0.05 level
* denotes rejection of the hypothesis at the 0.05 level
**MacKinnon-Haug-Michelis (1999) p-values

Unrestricted Cointegrating Coefficients (normalized by b'*S11*b=I):

GDP	GEX	GTR
2.74E-05	-1.10E-07	-1.71E-06
-1.65E-06	-1.36E-07	5.49E-07
-1.18E-06	-2.92E-10	-4.67E-07

Unrestricted Adjustment Coefficients (alpha):

D(GDP)	1018.143	10704.75	556.1019
D(GEX)	4143478.	457396.4	-538030.3
D(GTR)	57678.01	-10908.30	237756.7

1 Cointegrating Equation(s): Log likelihood -1412.252

Normalized cointegrating coefficients (standard error in parentheses)

GDP	GEX	GTR
1.000000	-0.004018	-0.062477
	(0.00100)	(0.00493)

Adjustment coefficients (standard error in parentheses)

D(GDP)	0.027940
	(0.08829)
D(GEX)	113.7056
	(24.5650)
D(GTR)	1.582803
	(4.59586)

2 Cointegrating Equation(s): Log likelihood -1402.352

Normalized cointegrating coefficients (standard error in parentheses)

GDP	GEX	GTR
1.000000	0.000000	-0.075084
		(0.00509)
0.000000	1.000000	-3.137343
		(0.86320)

Adjustment coefficients (standard error in parentheses)

D(GDP)	0.010257	-0.001563
	(0.06602)	(0.00042)
D(GEX)	112.9500	-0.518917
	(24.4806)	(0.15559)
D(GTR)	1.600822	-0.004882
	(4.60379)	(0.02926)

DESCRIPTIVE

	GDP	GEX	GTR
Mean	428600.5	7282235.	2677257.
Median	306456.3	457664.3	765999.5
Maximum	969969.1	51212681	10654725
Minimum	31546.08	9636.500	10508.70
Std. Dev.	263763.2	16365932	3174345.
Skewness	0.828738	2.088374	0.863084
Kurtosis	2.418029	5.427380	2.433387
Jarque-Bera	4.628877	35.00609	4.951064
Probability	0.098822	0.000000	0.084118
Sum	15429619	2.62E+08	96381245
Sum Sq. Dev.	2.43E+12	9.37E+15	3.53E+14
Observations	36	36	36

Table 4.1: Nigeria's Data on GEX, GTR and UNEM

YEAR	GEX	GTR	UNEM
1980	14968.50	15233.50	6.400000
1981	11413.70	13290.50	7.100000
1982	11923.20	11433.70	4.700000
1983	9636.500	10508.70	10.20000
1984	9927.000	11253.30	7.300000
1985	13041.10	15050.40	6.100000
1986	16223.70	12595.80	5.300000
1987	22018.70	25380.60	7.000000
1988	27749.50	27596.70	5.300000
1989	41028.30	53870.40	4.000000
1990	60268.20	98102.40	5.500000
1991	66584.40	100991.6	5.700000
1992	92797.40	190453.2	7.500000
1993	191228.9	192769.4	7.200000
1994	160893.2	201910.8	6.800000
1995	248768.1	523597.0	6.400000
1996	337217.6	582811.1	6.400000
1997	428215.2	463608.8	8.500000
1998	487113.4	949187.9	7.600000
1999	947690.0	1906160.	8.500000
2000	701059.4	2231533.	11.50000
2001	1018026.	1731838.	9.600000
2002	1018156.	2575096.	8.800000
2003	1225966.	3920500.	10.80000
2004	1426200.	5547500.	10.20000
2005	1822100.	5965102.	9.400000
2006	1938002.	5715500.	9.900000
2007	2450897.	7866590.	10.90000
2008	3240820.	4057499.	12.80000
2009	3452991.	5879863.	11.20000
2010	4194218.	5934651.	11.53600
2011	42999155	5290671.	14.60000
2012	45579104	10654725	12.40000
2013	48313850	7293349.	12.80000
2014	51212681	7746248.	13.300000
2015	48368545	8564774.	12.830000

Source: CBN Statistical Bulletin (Various Issues)

Appendix II: Regression Results

Linear Regression Result

Dependent Variable: UNEM
Method: Least Squares
Date: 08/08/19 Time: 10:57
Sample: 1980 2015
Included observations: 36

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	6.886982	0.355332	19.38180	0.0000
GEX	2.83E-08	2.35E-08	1.204393	0.2370
GTR	6.30E-07	1.21E-07	5.197189	0.0000

R-squared	0.697115	Mean dependent var	8.779611
Adjusted R-squared	0.678758	S.D. dependent var	2.817403
S.E. of regression	1.596854	Akaike info criterion	3.853603
Sum squared resid	84.14813	Schwarz criterion	3.985563
Log likelihood	-66.36486	Hannan-Quinn criter.	3.899661
F-statistic	37.97604	Durbin-Watson stat	1.839440
Prob(F-statistic)	0.000000		

Log Linear

Dependent Variable: UNEM
Method: Least Squares
Date: 08/08/19 Time: 11:20
Sample: 1980 2015
Included observations: 36

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-2.415160	1.357247	-1.779455	0.0844
LOG(GEX)	1.020619	0.279063	3.657313	0.0009
LOG(GTR)	-0.153834	0.304316	-0.505507	0.6166

R-squared	0.735578	Mean dependent var	8.779611
Adjusted R-squared	0.719552	S.D. dependent var	2.817403
S.E. of regression	1.492022	Akaike info criterion	3.717796
Sum squared resid	73.46224	Schwarz criterion	3.849756
Log likelihood	-63.92033	Hannan-Quinn criter.	3.763854
F-statistic	45.90017	Durbin-Watson stat	1.401074
Prob(F-statistic)	0.000000		

Appendix IV: Unit Root Test

GEX @ LEVEL

Null Hypothesis: GEX has a unit root
Exogenous: Constant
Lag Length: 0 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		0.180156	0.9673
Test critical values:	1% level	-3.632900	
	5% level	-2.948404	
	10% level	-2.612874	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GEX)
Method: Least Squares
Date: 08/08/19 Time: 10:52
Sample (adjusted): 1981 2015
Included observations: 35 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
GEX(-1)	0.013760	0.076376	0.180156	0.8581
C	1297482.	1220935.	1.062696	0.2956

R-squared	0.000983	Mean dependent var	1381531.
Adjusted R-squared	-0.029291	S.D. dependent var	6579371.
S.E. of regression	6675033.	Akaike info criterion	34.32109
Sum squared resid	1.47E+15	Schwarz criterion	34.40997
Log likelihood	-598.6191	Hannan-Quinn criter.	34.35177
F-statistic	0.032456	Durbin-Watson stat	1.928049
Prob(F-statistic)	0.858132		

GEX @ 1ST DIFF.

Null Hypothesis: D(GEX) has a unit root
Exogenous: Constant
Lag Length: 0 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		-5.384104	0.0001
Test critical values:	1% level	-3.639407	
	5% level	-2.951125	
	10% level	-2.614300	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GEX,2)
Method: Least Squares
Date: 08/08/19 Time: 10:53
Sample (adjusted): 1982 2015
Included observations: 34 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GEX(-1))	-0.956234	0.177603	-5.384104	0.0000
C	1356365.	1191597.	1.138275	0.2635

R-squared	0.475312	Mean dependent var	-83546.51
Adjusted R-squared	0.458915	S.D. dependent var	9204768.
S.E. of regression	6770887.	Akaike info criterion	34.35118
Sum squared resid	1.47E+15	Schwarz criterion	34.44097
Log likelihood	-581.9701	Hannan-Quinn criter.	34.38180
F-statistic	28.98857	Durbin-Watson stat	1.991210
Prob(F-statistic)	0.000006		

GTR @ LEVEL

Null Hypothesis: GTR has a unit root
Exogenous: Constant
Lag Length: 4 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		0.744031	0.9912
Test critical values:	1% level	-3.661661	
	5% level	-2.960411	
	10% level	-2.619160	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GTR)
Method: Least Squares
Date: 08/08/19 Time: 10:54
Sample (adjusted): 1985 2015
Included observations: 31 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
GTR(-1)	0.061400	0.082524	0.744031	0.4638
D(GTR(-1))	-0.471016	0.188059	-2.504618	0.0191
D(GTR(-2))	-0.124344	0.224687	-0.553412	0.5849
D(GTR(-3))	-0.049021	0.236135	-0.207599	0.8372
D(GTR(-4))	-0.885180	0.242764	-3.646254	0.0012
C	416294.9	258351.1	1.611353	0.1197

R-squared	0.599762	Mean dependent var	275920.0
Adjusted R-squared	0.519714	S.D. dependent var	1511140.
S.E. of regression	1047260.	Akaike info criterion	30.73324
Sum squared resid	2.74E+13	Schwarz criterion	31.01078
Log likelihood	-470.3652	Hannan-Quinn criter.	30.82371
F-statistic	7.492554	Durbin-Watson stat	1.814661
Prob(F-statistic)	0.000205		

GTR @ 1ST DIFF.

Null Hypothesis: D(GTR) has a unit root
Exogenous: Constant
Lag Length: 3 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		-4.632883	0.0008
Test critical values:	1% level	-3.661661	
	5% level	-2.960411	
	10% level	-2.619160	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(GTR,2)
Method: Least Squares
Date: 08/08/19 Time: 10:54
Sample (adjusted): 1985 2015
Included observations: 31 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GTR(-1))	-2.219066	0.478982	-4.632883	0.0001
D(GTR(-1),2)	0.813119	0.431317	1.885200	0.0706
D(GTR(-2),2)	0.777226	0.345493	2.249612	0.0332
D(GTR(-3),2)	0.830194	0.229248	3.621379	0.0012
C	508747.5	224553.0	2.265601	0.0320

R-squared	0.866180	Mean dependent var	26380.05
Adjusted R-squared	0.845592	S.D. dependent var	2642160.
S.E. of regression	1038231.	Akaike info criterion	30.69062
Sum squared resid	2.80E+13	Schwarz criterion	30.92191
Log likelihood	-470.7047	Hannan-Quinn criter.	30.76602
F-statistic	42.07264	Durbin-Watson stat	1.786059
Prob(F-statistic)	0.000000		

UNEM @ LEVEL

Null Hypothesis: UNEM has a unit root
Exogenous: None
Lag Length: 2 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		1.502999	0.9644
Test critical values:	1% level	-2.636901	
	5% level	-1.951332	
	10% level	-1.610747	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(UNEM)
Method: Least Squares
Date: 08/08/19 Time: 11:01
Sample (adjusted): 1983 2015
Included observations: 33 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
UNEM(-1)	0.044633	0.029696	1.502999	0.1433
D(UNEM(-1))	-0.633135	0.166180	-3.809927	0.0006
D(UNEM(-2))	-0.430625	0.163528	-2.633339	0.0132

R-squared	0.328409	Mean dependent var	0.246364
Adjusted R-squared	0.283636	S.D. dependent var	1.757297
S.E. of regression	1.487346	Akaike info criterion	3.718372
Sum squared resid	66.36595	Schwarz criterion	3.854418
Log likelihood	-58.35314	Hannan-Quinn criter.	3.764147
Durbin-Watson stat	1.626476		

UNEM @ 1^{ST} DIFF.

Null Hypothesis: D(UNEM) has a unit root
Exogenous: None
Lag Length: 1 (Automatic - based on SIC, maxlag=9)

		t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic		-7.082013	0.0000
Test critical values:	1% level	-2.636901	
	5% level	-1.951332	
	10% level	-1.610747	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
Dependent Variable: D(UNEM,2)
Method: Least Squares
Date: 08/08/19 Time: 11:00
Sample (adjusted): 1983 2015
Included observations: 33 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(UNEM(-1))	-1.929392	0.272436	-7.082013	0.0000
D(UNEM(-1),2)	0.370315	0.161716	2.289914	0.0290

R-squared	0.756504	Mean dependent var	0.058485
Adjusted R-squared	0.748649	S.D. dependent var	3.026331
S.E. of regression	1.517248	Akaike info criterion	3.730366
Sum squared resid	71.36332	Schwarz criterion	3.821063
Log likelihood	-59.55103	Hannan-Quinn criter.	3.760883
Durbin-Watson stat	1.543636		

Johansen

Date: 08/08/19 Time: 12:19
Sample (adjusted): 1984 2015
Included observations: 32 after adjustments
Trend assumption: Linear deterministic trend (restricted)
Series: UNEM GEX GTR
Lags interval (in first differences): 1 to 3

Unrestricted Cointegration Rank Test (Trace)

Hypothesized No. of CE(s)	Eigenvalue	Trace Statistic	0.05 Critical Value	Prob.**
None *	0.753647	74.47626	42.91525	0.0000
At most 1 *	0.391216	29.64453	25.87211	0.0161
At most 2 *	0.349556	13.76318	12.51798	0.0308

Trace test indicates 3 cointegratingeqn(s) at the 0.05 level
* denotes rejection of the hypothesis at the 0.05 level
**MacKinnon-Haug-Michelis (1999) p-values

Unrestricted Cointegration Rank Test (Maximum Eigenvalue)

Hypothesized No. of CE(s)	Eigenvalue	Max-Eigen Statistic	0.05 Critical Value	Prob.**
None *	0.753647	44.83173	25.82321	0.0001
At most 1	0.391216	15.88135	19.38704	0.1504
At most 2 *	0.349556	13.76318	12.51798	0.0308

Max-eigenvalue test indicates 1 cointegratingeqn(s) at the 0.05 level
* denotes rejection of the hypothesis at the 0.05 level
**MacKinnon-Haug-Michelis (1999) p-values

Unrestricted Cointegrating Coefficients (normalized by b'*S11*b=I):

UNEM	GEX	GTR	@TREND(81)
0.187536	-1.08E-07	-3.27E-07	-0.041379
0.032456	-6.94E-08	-8.59E-07	0.291396
-1.338552	-1.42E-09	8.27E-07	0.060314

Unrestricted Adjustment Coefficients (alpha):

D(UNEM)	-0.511507	0.394452	0.415744
D(GEX)	-4204527.	-357735.0	-776515.1
D(GTR)	109409.6	374452.2	-323001.1

1 Cointegrating Equation(s): Log likelihood -1045.469

Normalized cointegrating coefficients (standard error in parentheses)

UNEM	GEX	GTR	@TREND(81)
1.000000	-5.78E-07	-1.74E-06	-0.220646
	(1.5E-07)	(7.0E-07)	(0.19892)

Adjustment coefficients (standard error in parentheses)

D(UNEM)	-0.095926
	(0.04047)
D(GEX)	-788502.0
	(114519.)
D(GTR)	20518.28
	(33266.4)

2 Cointegrating Equation(s): Log likelihood -1037.528

Normalized cointegrating coefficients (standard error in parentheses)

UNEM	GEX	GTR	@TREND(81)
1.000000	0.000000	7.40E-06	-3.624199
		(3.4E-06)	(0.96213)
0.000000	1.000000	15.83782	-5891791.
		(5.58195)	(1603043)

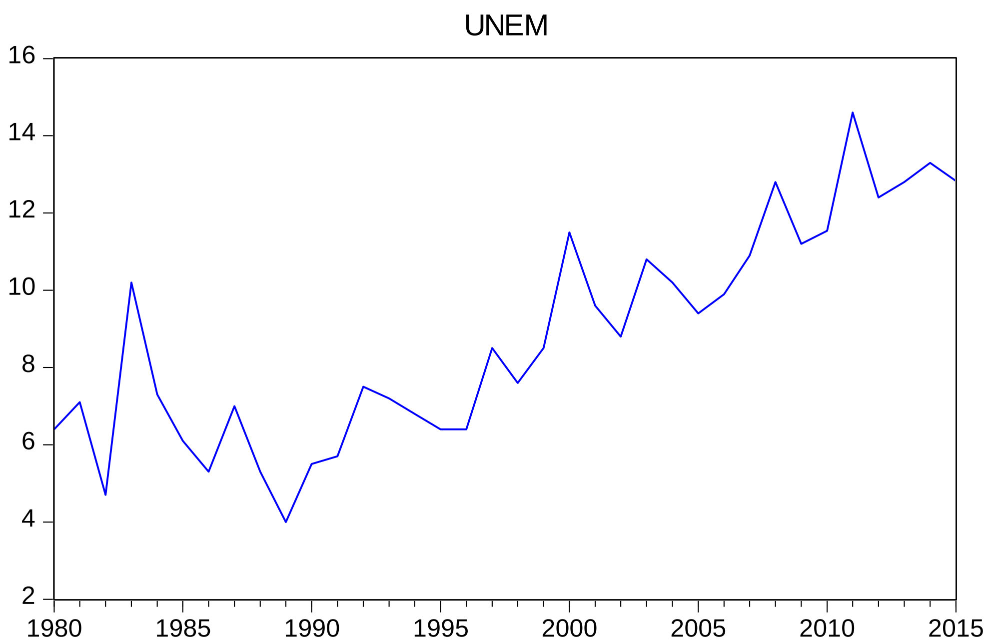
Adjustment coefficients (standard error in parentheses)

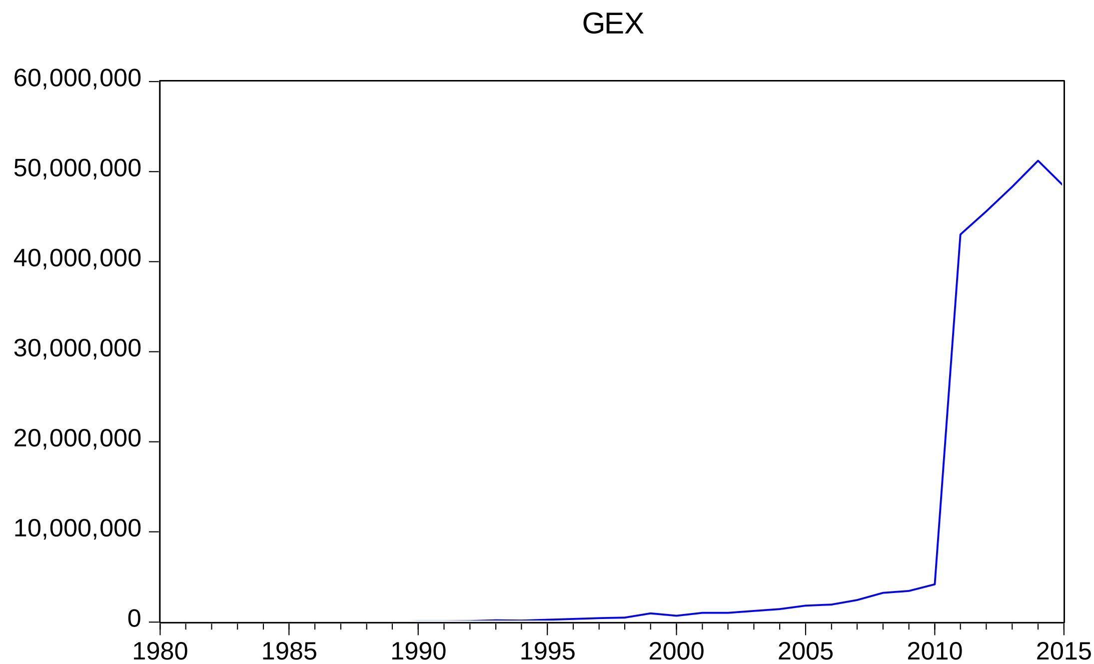
D(UNEM)	-0.083124	2.80E-08
	(0.03766)	(2.5E-08)
D(GEX)	-800112.6	0.480334
	(115267.)	(0.07793)
D(GTR)	32671.43	-0.037848
	(29965.6)	(0.02026)

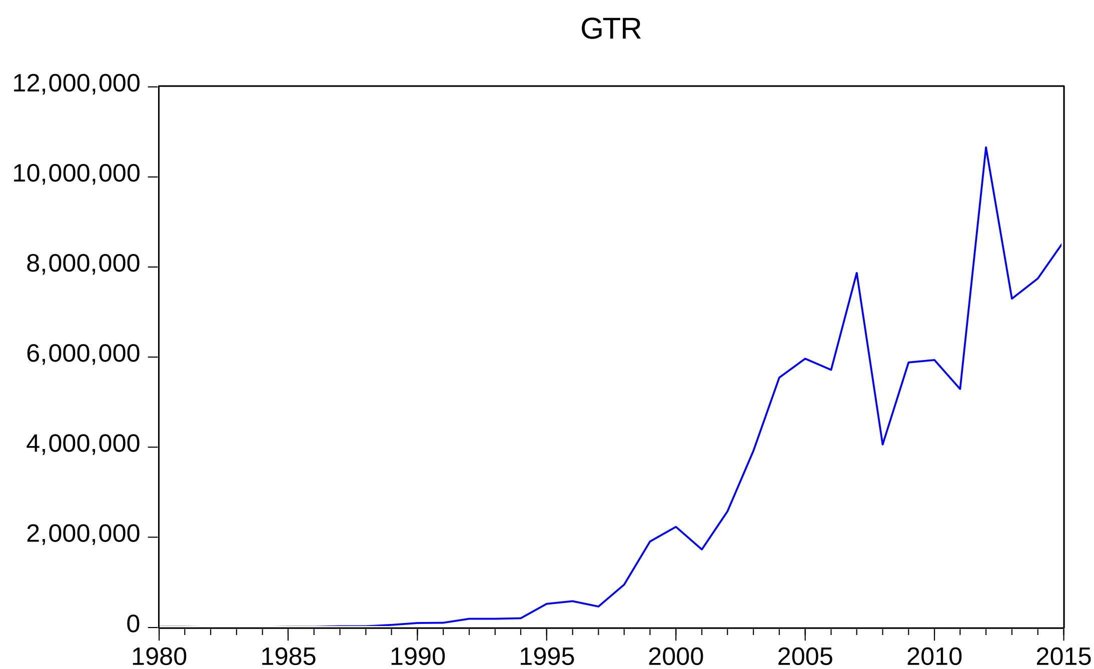
Global Journal of Human-Social Science (H) Volume XX Issue VII Version I Year 2020

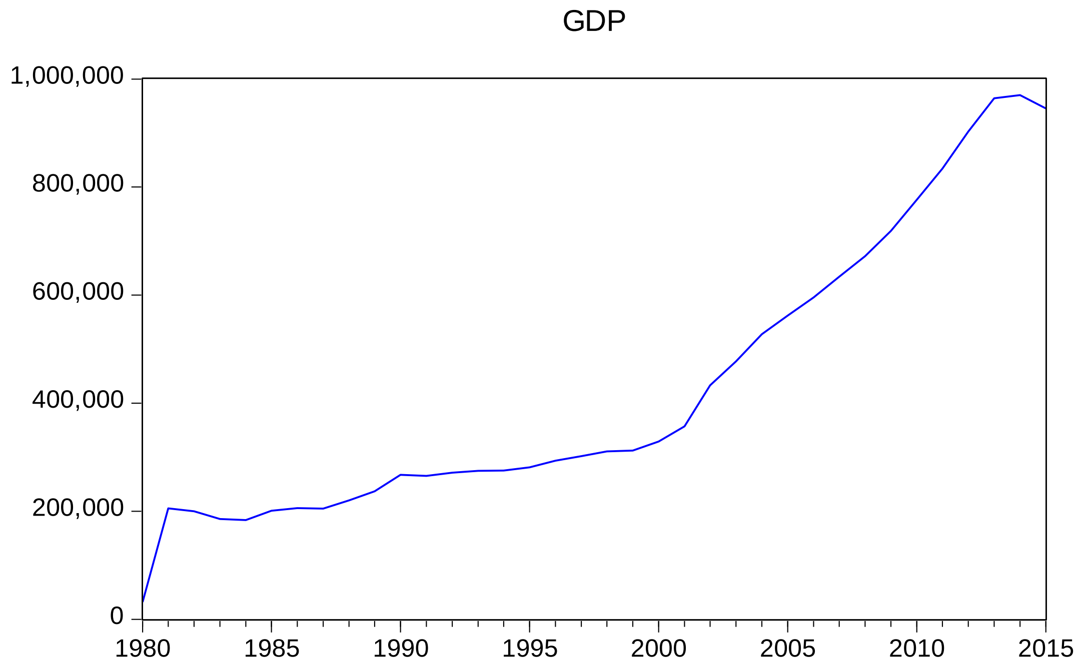
DESCRIPTIVE

	UNEM	GEX	GTR
Mean	8.779611	7282235.	2677257.
Median	8.500000	457664.3	765999.5
Maximum	14.60000	51212681	10654725
Minimum	4.000000	9636.500	10508.70
Std. Dev.	2.817403	16365932	3174345.
Skewness	0.258870	2.088374	0.863084
Kurtosis	1.966913	5.427380	2.433387
Jarque-Bera	2.002983	35.00609	4.951064
Probability	0.367331	0.000000	0.084118
Sum	316.0660	2.62E+08	96381245
Sum Sq. Dev.	277.8216	9.37E+15	3.53E+14
Observations	36	36	36




GEX
60,000,000
50,000,000
40,000,000
30,000,000
20,000,000
10,000,000
0
1980
1985
1990
1995
2000
2005
2010
2015


GTR
12,000,000
10,000,000
8,000,000
6,000,000
4,000,000
2,000,000
0
1980
1985
1990
1995
2000
2005
2010
2015


GDP
1,000,000
800,000
600,000
400,000
200,000
0
1980
1985
1990
1995
2000
2005
2010
2015

Global Journal of Human-Social Science: H
Interdisciplinary
Volume 20 Issue 7 Version 1.0 Year 2020
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460x & Print ISSN: 0975-587X

The Weberian Concept of "Labor Constitution": The Recent Case of Delivery Workers

By Esteban Vernik

Universidad de Buenos Aires

Intoduction- The concept of *Arbeitsverfassung* (labor Constitution) was developed by Max Weber, early in his career when he was considered a "specialist in agrarian affairs"[1], that is, between 1891 and 1896[2]. In his early works, this concept is tied to social organization. Historically, it dates back to the transition from working conditions under slavery to capitalistic forms of work.

In this paper, I will first describe the emergence of Weber's concept of *Arbeitsverfassung* and how he used it in the context of his analysis of the labor situation of agricultural workers in the cases of Germany, east of the Elbe River specifically, and in the province of Entre Ríos in the Argentine Mesopotamia. I will then compare the cases Weber analyzes with a contemporary empirical case based on ongoing research on the concepts of freedom, work, and alienation among delivery workers.

So, this paper is organized as follows. In section two, I will provide a fairly detailed account of the concept Weber discovered and developed through his observation. I will then briefly discuss some of the theoretical relationships between the concepts of alienation, work, and freedom (section three). Section four will apply those concepts to the current neoliberal global context of flexibilization of labor relations. Section five will take that application even further, looking at the figure of the "platform worker" as expression of the "self-entrepreneur."

GJHSS-H Classification: FOR Code: 390116

THEWEBERIANCONCEPTOFLABORCONSTITUTIONTHERECENTCASEOFDELIVERYWORKERS

Strictly as per the compliance and regulations of:

The Weberian Concept of "Labor Constitution": The Recent Case of Delivery Workers

Esteban Vernik

I. Introduction

The concept of *Arbeitsverfassung* (labor Constitution) was developed by Max Weber, early in his career when he was considered a "specialist in agrarian affairs"[1], that is, between 1891 and 1896.[2] In his early works, this concept is tied to social organization. Historically, it dates back to the transition from working conditions under slavery to capitalistic forms of work.

In this paper, I will first describe the emergence of Weber's concept of *Arbeitsverfassung* and how he used it in the context of his analysis of the labor situation of agricultural workers in the cases of Germany, east of the Elbe River specifically, and in the province of Entre Ríos in the Argentine Mesopotamia. I will then compare the cases Weber analyzes with a contemporary empirical case based on ongoing research on the concepts of freedom, work, and alienation among delivery workers.

So, this paper is organized as follows. In section two, I will provide a fairly detailed account of the concept Weber discovered and developed through his observation. I will then briefly discuss some of the theoretical relationships between the concepts of alienation, work, and freedom (section three). Section four will apply those concepts to the current neoliberal global context of flexibilization of labor relations. Section five will take that application even further, looking at the figure of the "platform worker" as expression of the "self-entrepreneur." In section six, I will draw some conclusions from the comparative exercise, and argue for the heuristic usefulness of Weber's conceptualization to understanding the sort of often-unheeded alienation experienced by contemporary workers like delivery workers.

II. Labor Constitution

The concept of *Arbeitsverfassung* first appears in "Die Enquete des Verein für Socialpolitik" (The Survey for the Association of Social Policy)[3], a research report Weber wrote in late 1892 on the results of the "Survey of the Situation of Rural Workers East of the Elbe River." The term can be translated as *constitution and condition of labor relations*, and one of its dimensions is the legal tie between employers and the labor force[4]. In that analysis of agrarian establishments in the German provinces of Western Prussia, Eastern Prussia, Pomerania, Posnania, and Silesia, Weber detects a number of modalities of "capitalist modernization," each of which he associates with a different type of *Arbeitsverfassung* between the *Junkers*—the landowning nobility of eastern Germany—and rural workers. Those workers might be wage-earners in the process of becoming the rural proletariat or sharecroppers who pay in money or in kind for the right to farm the land; they might be engaged according to modalities closer to serfdom such as *Instleute* (peasants paid half in money and half in kind). Weber places migrant workers paid per unit elsewhere in the sociocultural structure, regardless of whether their contractual ties are permanent or temporary. In the latter case, the workers come to the farming region during the sowing and harvest seasons and then leave, at which point any relationship or obligation vis-à-vis the employer comes to an end. Weber is struck, in such arrangements, by the fact that during the off-season, that is, the half the year when these nomadic workers do not render services on the farm, the landowner has no obligation whatsoever toward them. He need not ensure them access to food, housing, or any other basic need.

It is in that same text, "The VfSP Survey," that Weber first refers to Argentina[5]. He does so in a single paragraph that he would later expand on and include in

Author: *Professor at the Universidad de Buenos Aires and the Universidad Nacional de la Patagonia Austral; Researcher at Consejo Nacional de Investigaciones Científicas y Técnicas, Instituto de Investigaciones Gino Germani. e-mail: estebanjvernik@gmail.com*

[1] See Marianne Weber (1995, 161).

[2] That is, from the time of the publication of his dissertation "Roman Agrarian History" through the beginning of his study of *Die Börse*, in Heidelberg, when he came to be seen as a specialist in stock exchanges, by way of his work for *Verein für Sozialpolitik* on the situation of agricultural workers east of Elbe River.

[3] "Die Erhebung des *Verein fur Socialpolitik*," published on January 15, 1893. See Weber (1993).

[4] As Lawrence Scaff explains in *Fleeing the Iron Cage*, there is no precise translation for the term. It is a way of "characterizing the historically given "constitution", "condition", and "organization" of labor, or labor-relations"; see Scaff (1989, 44).

[5] He would do so three more times not long after: in a 1894 study titled "Enterprises of Argentine Farmers…"-the text we will analyze shortly-; in a brief review published in 1894 from Bohdo Lehmann`s book *The Rights of Foreigners in Argentine* ; and in *Die Börse,* his next research project, dated 1896, on the stock exchange.

Global Journal of Human-Social Science (H) Volume XX Issue VII Version I Year 2020

a second article, published the following year, on agricultural production in the Mesopotamian region of that distant country. In the first of these two texts, then, Weber interrupts his analysis of the situation of workers to the east of the Elbe River with remarks on a case on the Paraná River in Argentina. That case struck Weber precisely because of its specific *Arbeitsverfassung,* which he presents as analogous to slavery as mode of production. Regarding slavery, Weber appealed to the knowledge of ancient Rome he had acquired in writing his dissertation, published just one year earlier[6].

In his analysis of an agricultural establishment in rural Argentina, Weber asserts that wheat production is not performed by slaves—there was no slavery in Argentina-but by a labor force he describes as "semi-nomadic" and "semi-savage." The workers arrive for the harvest, during which time they live in deplorable conditions and are paid per unit harvested, and then leave. Once again in this case, what struck Weber most was that, after the workers had departed, the owner of the rural establishment was released of any responsibility for their subsistence. That is entirely different from the situation of the slaver owner, who must at all moments ensure the subsistence of his slaves.

In a comparative exercise, Weber shows that, if in situations of literal slavery, slaves must be fed and maintained throughout the year, not only during the harvest,

> We find a counter example in the labor relations in a number of farms elsewhere, in places where there is no slavery, like rural Argentina. The farmers there, who produce wheat for export, rarely employ more than one permanent worker, usually the foreman, even when they own hundreds of hectares of land[7].

And Weber goes on, underscoring the characteristics mentioned above:

> In practice, they don't maintain their own laborers all the time, just during sowing and harvest seasons, when semi-nomadic workers come in from other regions. They are employed on a per-unit basis and in exchange for food with no contract. In the best case, they live in a shed that protects them from the rain … or they are just left to camp out in an open field or a tent[8].

Weber closes his description, indicating that, once all the wheat has been harvested, loaded into sacks, and sold, the entire "swarm" of workers leaves… "and the farmer sits down all alone in his deserted house."

Weber then attempts to explain what he has described. He cites as among its causes the "backward and irrational" way wheat is produced in Argentina, where, he says, "fertilization, for instance, is an unknown concept". But he goes on to mention another factor-a social factor-that he deems more important than the natural advantages of the soil: the *Arbeitsverfassung*, the material and legal condition of the work. That, in his view, is not all that different from slavery, which-he adds-has not existed in Germany for thousands of years. Both *Arbeitsauffassungen*-slave labor and the labor of semi-nomadic workers in Argentina-are, basically, equally barbarian. Weber writes:

> Clearly these two extremes in the constitution of work (*Arbeitsverfassungen*) are symptoms of a social barbarism that is more or less the same, but the greater degree of neglect is found in the second case, the case of the free workers; [in the first case] the Master had an essential interest in the slave's subsistence, in keeping him well enough fed to be able to reproduce his labor force[9].

For Weber, then, a symptom of the barbarism in the Argentine case is that the employer, unlike the slave owner, is not at all concerned with the subsistence of the semi-nomadic workers and their families during the off-season. Weber is shocked by the fact that the workforce wanders around, left to its own devices, with no one to feed it.

Let's dwell briefly now on the expansion of this idea in an article published one year later under the title "Rural Enterprises of Argentine Farmers.[10]" This time Weber focuses his analysis on a rural establishment in the northern part of Entre Ríos province, an area on the banks of the Paraná River[11]. The more precise location he provides is near the port of La Paz in northern Entre Ríos, close to the border with Corrientes province which itself borders on Brazil and Paraguay. It is from there, according to Weber, that sacks of wheat are shipped to Buenos Aires to then set sail for the world market. And, Weber explains, the masses of temporary workers and their semi-nomadic families would journey to Entre Ríos from Corrientes.

Weber's analysis draws on the German school of historical economics[12], a branch of economics rooted in psychology and anthropology. That explains Weber's meticulous study not only of the modes and costs of

[6] Weber (2008).

[7] *Inspektorstellung*, though in the 1884 article Weber use the Spanish word *capataz*. Weber (1993, 128).

[8] Weber (1993, 129).

[9] Ibidem.

[10] *Argentinischen Kolonistenwirthschaften*, originally published in two issues of the weekly *Deutsches Wochenblatt*, the first dated January 11 and the second February 1, 1894, Berlin.

[11] Weber mistakenly refers to it as Río De la Plata, which is actually the name of the river that opens up into the Atlantic at the altitude of Buenos Aires.

[12] Weber took part in a postgraduate seminar given by Gustav v. Schmoller, the leader of that school, when he was studying in Berlin.

production, but also of the cultural customs-and even the nutritional habits-of the workforce. In analyzing the type of *Arbeitsverfassung* at stake, Weber addresses the total composition of the labor force at the rural establishment by means of a sort of "microphysics of power relations" between ethnic-cultural positions. In addition to the two owners of the farms-an English and a German settler, whom Weber calls "The Masters"-he mentions the few permanent workers (just five in all) and the large contingent of temporary workers whom he calls a "swarm," as well as "a rabble" and "a horde" (*Gesindel*).

> The permanent workers are what is called a *capataz*, or foreman (a Swiss fellow who lives with his wife in the farmer's house), and his brother-in-law, who lives with his wife in a hut he built himself. He and his wife are tasked with milking the Masters' cows and with "cooking for the people." The foreman, along with his wife, receives sixty pesos per month in paper money as well as a place at the "manorial" table for meals. The brother-in-law and his wife are paid forty pesos in paper money together, for a total of one hundred pesos. The cost of maintaining the two families is calculated at about 2.5 pesos per day, or about eighty pesos per month-though that is certainly an over-calculation. In addition, a shepherd-a young man who keeps watch over the livestock day and night-is employed year round for ten pesos per month, and a keep valued at 0.5 pesos per day…[13]

In all, some five permanent workers that the owner of the establishment must maintain *year round* (my italics), whereas …

> migrant workers-or, rather, nomadic masses snatched up from regions of Corrientes province in the upper portion of La Plata River[14] that are still covered by thick virgin woods-come in to sow and harvest crops. It is not clear where or how these people subsist during the season they are out of work …[15]

Once again we see the importance for Weber of the fact that for prolonged periods this workforce's sustenance and survival is of no concern whatsoever to the farm owner. This is, as established above, by no means the case with the Lord and his serfs or slaves. At stake in the mode of production used to produce Argentine wheat is a workforce that

> […] appears only during the season it is needed and disappears once that time has come to an end, after having squandered the day's wages on moonshine. The farmer then sits back down, all alone on his deserted ranch.[16]

With that paragraph-and the solemn image of the lone farmer looking out on the horizon from his desolate house once the temporary workers have left-Weber ends "The VfS Survey."

Regarding the *Arbeitsversfassung* and the status of these workers, Weber explains that they "are hired for a month with no contract of any sort. [17]"He adds that "along with their daily wage in cash, they are usually provided with food." Weber even describes in detail what their meals consist of-the basis for breakfast, lunch, and dinner is barbequed beef and *mate* (Weber misnames it "tea")-the diet, in his view, of "semi-barbarian nomads." He goes on to explain that these workers

> Have relatively long-term monogamous ties, but there is rarely any religious or civil ceremony . . .. How these exceedingly filthy "wives" and their even filthier children manage to subsist and grow up is [for me and] for the farmers, an unsolved mystery[18].

We will not engage here the Eurocentric nature of these passages of Weber's analysis with their social darwinist bent and problematic notion of civilization and barbarism. In its evolutionary determinism, as well as its disdain for, yet ignorance of, non-Western contexts, Weber's vision is like that of most early sociologists (Compte, Marx, Durkheim, and others).[19] What we will address, rather, is that "unsolved mystery" of how the nomadic workforce subsists during the off-season without the care and food of the Masters. That is what puzzles Weber so. In Argentina, Weber says, "care for the poor, or anything like it, or any other legal obligation on the part of the one who give work to workers is entirely unknown." [20]

Over a century later, we witness in Argentina-but not only in Argentina, due to the scope of today's global capitalism-a level of employment precarity that would undoubtedly have shocked Weber. He would have compared it to slavery. But the case Weber studied and the one I will present here are separated by a series of social and technological transformations that must be considered, if only in brief and cursory fashion.

III. Alienation, Work and Freedom

It might be useful to bear in mind specific aspects of the work of Hegel, Marx, and Simmel on the heuristic ties between the three concepts in the title of this section (alienation, work, and freedom) as we

[13] Weber (1995:127).

[14] Weber's geography is off here: this is not the Rio de la Plata, but one of its tributaries, the Paraná River, which opens up into the Atlantic Ocean in Brazil.

[15] Weber (1995:127).

[16] Ibidem.

[17] Ibidem.

[18] Ibidem.

[19] Boatcá (2013).

[20] Weber (1995, 127).

undertake the comparison formulated at the end of the article.

Hegel was the first one who, in discussing the implications of the phenomenon of alienation, gave work an anthropological value. His notion of alienation (*Entfremdung*) refers to a woeful state associated with estrangement, otherness, and foreignness-being for the other-but also with inversion, disruption, and upset. Alienation leads human beings to estrangement from themselves.

In chapter four of *The Phenomenology of Spirit*, Hegel tackles the problem of work and its historical genesis under the heading "Mastery and Servitude". The Lord and the bondsman: "Two figures of consciousness: one is the independent consciousness whose essential nature is to be for itself, the other is the dependent consciousness, whose essential nature is to live and to be for another; the former is the *master*, the other the *slave*."[21]

After asserting that the two figures are linked by "a form of recognition . . . that is one-sided and unequal,"[22] Hegel conceives of work not as punishment, but as activity that constructs individual and social life. "Work is not part of a divine plan, but represents man's turn to the secular world and the dialectal process of his history."[23] But, Hegel points out, the Master's relation to things is mediated; the object that pleases him requires elaboration through the slave.[24] He needs the slave.

Marx upholds Hegel's point of view. For him, work is "the confirmation" of the human being, the realm in which humans are able to produce themselves, to render their essence reality. But whereas Hegel, in his mystic idealism, refers to work in a spiritual and metaphysical sense, Marx conceives of it in the material and concrete terms of real people. For Marx, Hegel only heeds the positive side of work. "Hegel knows and acknowledges only labor of the abstractly spiritual kind."[25]

In the section of his *Economic and Philosophical Manuscripts of 1844* on alienated work, Marx asserts that "the worker sinks to the level of a commodity and becomes indeed the most wretched of commodities."[26] In the same proportion that the worker produces commodities-Marx writes-she produces herself as commodity, which is essential to the worker's self-perception of herself as an interchangeable good in a commercial process. And that has psychological and existential consequences for the worker. First, because it means the worker cannot realize herself through work. Second, as an interchangeable piece that leaves no personal mark on the work system, the worker is more vulnerable to the whims of the owner of the establishment; she can be replaced by another worker. Fear of losing one's job is an underlying source of despair for workers and employees.

Marx makes the fundamental assertion that the object of work comes before its producer as a *strange being*, as a power independent of her: "The alienation of the worker in his product means not only that his labor becomes an object, an external existence, but that it exists outside him, independently, as something alien to him, and that it becomes a power on its own confronting him."[27]

Because of this state of affairs, the worker places her life in the object, that is, in the work that "has determined the relations in which he exists. But that object, the product of his work, no longer belongs to him. The worker, rather, belongs to the object". Hence, that product of work is a power independent of its producer, one that comes before her like an enemy and stranger: "The life which he has conferred on the object confronts him as something hostile and alien."[28] The work in which the worker finds herself alienated does not belong to her, but to someone else. What Marx shows us here is modern work as a network of forced obligations and duties-the point of departure for any future *relational sociology*.

Yet Simmel was the one most engaged in developing a relational sociology to reconstruct the daily cultural meaning of the monetary economy insofar as correlate to the growing predominance of calculation and rationalization. Freedom is for Simmel, just as it is for Hegel's idealist tradition, a neuralgic question. Hegel holds, "Within *thinking, I am free* because I am not in an other, rather I remain utterly at one with myself . . . ."[29]

In *The Philosophy of Money*, Simmel asserts that "Thought is free when it only follows its own inner motives and has detached itself from its involvement with emotions and volitions that influence it in a direction that is alien to it."[30] For Simmel, freedom-or at least one dimension of freedom-means "living according to one's own nature . . .", "freedom signifies the independence and evolution of each one . . . according to their own laws of life."[31]

Simmel draws a contrast between freedom and obligation. Work as obligation is tied to a (lack of) freedom. He proposes a circular relation: there is no obligation without freedom and vice versa. Freedom is experienced as the interruption of obligation, as the

[21] Hegel (2012, 117).
[22] Idem (118).
[23] Astrada (1965, 45).
[24] Idem (50).
[25] Marx (2004, 193).
[26] Idem (104).
[27] Idem (107).
[28] Ibidem.
[29] Hegel (2012, 122).
[30] Simmel (1977, 376).
[31] Idem (377).

interregnum between two obligations. One is free (always in *relative* or *relational* terms) when one is not bound by any duty. Thus, degrees of freedom depend on the type of duty imposed on us by our work. The grounds for the connection Simmel draws between money and individuality is the discussion of type of freedom, since "the individual is less and less likely to seize the opportunity freedom offers to form oneself as person […] and, in that, he gives up his 'freedom to.'"[32] A monetary economy dissolves traditional social ties, ushering in a "freedom from," that is, a negative freedom, a freedom with no direction or content. "The debate on the problem of freedom necessarily encompasses the following two debates: what are we free from and what are we free for?"[33]

The distinction between different conceptions of individual freedom, and their relationship to new forms of work in the age of flexible and globalized capitalism, is useful to understanding the sort of alienation described in section five-a contemporary form of labor alienation understood in opposition to positive freedom.[34]

IV. Flexible and Self-Entrepreneurial Work

Social studies on new ways of organizing the world of work agree that a new post-Fordist paradigm for disciplining the workforce has emerged.[35] Authors point out new contract modalities characterized by a lack of guarantees of any sort and, as such, by broader risks and uncertainty borne by workers as a structural feature of work at the current stage of capitalism.[36] Many have used the term precarization to describe the world of work under neoliberalism.[37]

To what extent, we might well ask, is the workforce's adherence to the more and more unstable and dangerous forms of work of the sort I will exemplify in the following section the product of the material urgencies faced by those who have no employment alternatives? Or are cultural and ideological factors equally important, factors resulting from a new "spirit" of capitalism? Luc Boltanski and Ève Chiapello have studied the ideological configurations associated with transformations in the economic world. They argue that new modes of justifying the adherence of individuals to the capitalist order took shape with the neoliberal reforms of the nineties.[38] Boltanski and Chiapello observed how, in the corporate handbooks put out in that decade, the new worker is valued insofar as "creative," "autonomous," and "flexible."

Sociologists like Richard Sennet and Axel Honneth, meanwhile, have observed the subjective effects of the labor relations ushered in by neoliberal reforms. Ours is a "flexible capitalism" where there is little chance for a steady job or the long-term planning and organization of so many aspects of life that it affords. Instead, we are left with the widespread employment uncertainty associated with the imperative of ceaseless mobility: "The conditions of the new economy feed off an experience of wandering in time from one place to another, from one job to another".[39] What Sennett studies, then, are the psychosocial consequences of an instability that affects all areas of life-the result of new modalities of flexible work. At stake are new modes of alienation or derealization experienced by members of a culture according to its normative historical criteria. Thus, under the new "web capitalism," the State is no longer responsible for the trajectory of its citizens' lives because a neoliberal morality and compassionless law has been institutionalized. As a result, "citizens tend, to a greater and greater extent, to perceive their performances, their successes and failures, in individual terms. Indeed, it is practically impossible for them to connect to a larger whole".[40]

Today, under the triumphant reign of neoliberal capitalism, workers in every area perform whatever task is put before them though they have not the slightest relationship to the contents of that task. The specificity of their job matters not at all-what does is maximizing its potential benefit in the form of money.[41] This is the case of the so-called self-entrepreneurs, who heed the call to become "business agents of the self." The idea of vocation no longer has any meaning. The sole motivation in the work sphere is to accumulate more and more money. In the social sphere, what is sought is recognition through relentless over-demand.[42]

This diagnosis of our times points to, first, the consequences of the corrosion of stability and security at work-by means of, among other things, more flexible contract modalities-and, second, ever faster social life that "alienates the realms of technology, social change,

[32] Rammstedt (2003: 38).
[33] Simmel (2007: 341).
[34] Jaeggi (2016: 199).
[35] Negri y Hardt (2002); Streeck, (2017).
[36] Boltanski y Chiapello (2010); Beck (2004).
[37] Standing (2011); Prestifilippo y Wegelin (2019).
[38] Boltanski y Chiapello (2010).
[39] Sennett (2000: 25).
[40] Honneth (2009: 412).
[41] Vernik, (2019).
[42] Bröckling (2015: 13).

and the pace of life".[43] That is the framework for what some authors call "platform capitalism". [44]

We experience how this contemporary phenomenon expands beyond the large and modern cities of capitalism to reach every corner of the globe. The platforms are digital infrastructures that enable two or more groups to interact and garner data from that interaction. Some of that data is immediately accessible to "platform workers," that is, to those subjects whose labor practices are mediated by a web application. The rest of the data is entirely inaccessible to those workers. That portion of the data makes up the contents of the platform's "black box" useful for the management of its personnel.

In this new phase of capitalism, the main actors-the platforms-deposit all responsibility for the company's performance and for the health and safety of its workers in the hands of those workers, as if they too were "Self-entrepreneurs."

While this sector of the economy includes a wide range of enterprises, it is the ones Nick Srnicek calls "austere platforms" (examples include *Uber* and *Glovo*) that most starkly show the changes underway in the realm of work. As Srnicek argues, these companies own just two assets, albeit the most important ones: the software and a large amount of data. Most of the capital required to perform the task is held by the workers. In the case of *Rappi,* the example we will analyze shortly, the company takes out of the workers' first check the cost of the thermal backpack the company gives them. The workers themselves must cover the cost of their bicycles, cell phones, internet connections, and insurance. The workforce in this case is, then, flexible; the companies do not see them as employees, but as "independent contractors"-or, to use their euphemistic jargon "partners"-individuals looking for some way to make ends meet in a context of high unemployment. Taking this alienation even one step further, this workforce is not valued for its objective performance-for the services it renders-but by means of a rating or reputation system in the hands of the platform's users.

V. Delivery Workers

Very quickly-from one month to the next-the landscape of Plaza Serrano in the Palermo section of Buenos Aires changed shape and color. Suddenly, delivery workers on motorcycles and bicycles were everywhere. These mostly young and immigrant workers are clad in uniforms of clashing tones of red and yellow, depending on which platform (*Rappi* or *Glovo*) they worrk for. k for. Hyper-connected, they lounge around one side of the plaza, waiting for the next call.

We will talk to two of these gig workers about their working conditions. The first-we will call him Leo (L)-is twenty-six and from Cali, Colombia; the second-we will call him Osvaldo (O)-is nineteen; he arrived in Buenos Aires from Ciudad Guyana, in southern Venezuela, six months ago.

Both of them work for *Rappi*, a food delivery platform that has been in Buenos Aires since 2018. The firm began in Colombia, and its local CEOs are Colombian-testament to advanced techno-financial globalization. In its corporate communications, the company speaks of flexible work "that benefits everyone." As opposed to a tradition business model, platform companies present themselves as a horizontal "social network."

At the same time, and beyond the pitch, platform companies-unlike most employers in the informal sector-offer quick access to jobs. The young immigrant population is the main source of platform workers.[45] Because they have arrived recently, these would-be workers often have trouble finding the jobs they so badly need.[46] Along those lines, the words of those we interviewed are telling: "…I kept dropping of my resume, but no takers." (L)

It was only two weeks after O arrived in Argentina-just long enough to get a loan to buy a bicycle-that he got his job at *Rappi* after clicking on an ad in the internet. Platform capitalism makes use of this almost instantaneous form of recruitment from the ranks of the unemployed. Most of these ads show young people-male and female-on appealing and sturdy bikes. Besides, the ads promise total flexibility.[47]

That promise of flexibility, as opposed to the typical employee who punches the clock, is what those we interviewed value most: they consider it a synonym of freedom. Flexible working hours experienced as "freedom to live the way you want."

> …I have time for myself, I take the time I want … I mean, I make my own schedule—that's what I like most. (L)

> I feel free . . . and that works for me, because I study in the morning and in the afternoon, during the workday, I work a bit, maybe at lunch, and then another little bit at night. That suits me. (L)

[43] Rosa (2011).

[44] Srnicek, (2018); Cant (2020).

[45] A recent survey shows that 85% of *Rappi* workers in Argentina are foreign. (Cfr. Madariaga, J. et al., 2019).

[46] In a broader framework, we can say that "Platform capitalism takes advantage of the weakness of the working class and the fact that a large population just needs whatever kind of work they can get" (Callum, 2020, 68).

[47] Though that turns out to be a false promise, since they are required to work a certain number of weekend hours.

> . . . It's a job that doesn't tie you down, because with this app you decide when you want to connect and start taking orders. (O)

The triumph of a "negative freedom," that is-as we have seen-freedom conceived as release from an obstacle is, in the lives of these platform workers, associated with a specific type of Weberian *Arbeitsversaffung*. Once again, the focus of analysis is the relationship between workers and owners, now owners of platform companies not agricultural establishments. Time and again, platform companies insist that their workers are "their own bosses," that they do not exploit workers but rather bring in "partners." The key figure of platform capitalism, the self-entrepreneur, thus appears.

> I like it. I like being able to manage my own time, and nobody tells me what to do … I work for myself-at least that's how I see it-because of the schedule … (L)

> … There's no one ordering me around, pressuring me to do the work. I am the one who decides what time to work and what time to quit. I can skip an order if I want to … (O)

> I work for myself, and for them. First, of all delivery services, *Rappi* is the top, it's making a profit thanks to customers placing orders, but you also make a profit by taking all the calls that come in on a day. (O)

At play is a form of subjectivation, in the sense of "a way of conceiving oneself, an orientation to oneself and to others".[48] Atomized subjects are skeptical by nature; they distrust any collective. Neither one said, when asked, that they knew about the gig workers' union registered with the Department of Labor since October 2018. One of them even expressed overt opposition to strikes and other union actions, calling them "wrong." Both expressed resignation when asked about the platform companies' authority to fire workers at whim and with no severance pay.

> It's true, they can remove me if I make certain mistakes, like rejecting too many orders. That is one of the reasons they can remove you from the platform, or *bananeén* [49]you for a few days. (O)

In these precarious and unstable labor relations lies a combination of "technological developments with old-school exploitation"[50] and absence of regulation. These workers' pay is tied to the volume of orders; they do not have health insurance, occupational accident insurance, or even a contract.[51]

[48] Bröcklin, (2013, 13).

[49] An expression that means to suspend on a temporary basis.

[50] Cant, 2020.

[51] Most delivery workers are required to be enrolled with the Argentine tax authority as self-employed workers. See, "Inédita protesta de repartidores de comida de seis países", in newspaper *Pág. 12*, 23-04-2020.

VI. Conclusions

What we see in the comparison with Weber's analysis are forms of precarious work at two different moments in capitalist modernity. Weber lived in a time of capitalist competition between rival colonial powers, an early phase of globalization. We live in an age of extended neoliberal globalization that some authors have described as "platform capitalism."[52] Despite the enormous differences between the two moments in the development of world capitalism, there are some important similarities that, in closing, I will discuss from the perspectives opened up by the concepts reviewed above, starting with *Arbeitsverfassung*—the material and legal constitution of work.

The labor regimes imposed both on agrarian workers in the Argentine Mesopotamia in the late nineteenth century and on gig delivery workers in Buenos Aires almost thirteen decades later maximize physical effort, jeopardizing the health of workers.

In both cases, the workers are migrants (regional in Weber's case, international now) paid per unit according to a temporary arrangement. Once workers' services are no longer needed, the employer's obligations to them end, that is, the owners-whether they own a rural establishment or a platform company-are released from any responsibility for the sustenance of workers, now left to their own devices. In both cases, the workers' freedom is defined in opposition to a labor obligation; it is a negative freedom, a freedom from, with no purpose whatsoever.

The contractual regime of the platform workforce partakes of both the overriding contemporary figure of the self-entrepreneur characteristic of the current neoliberal phase of capitalism and of pre-capitalist forms of work, such as pay per unit with no security, stability, or continuity. In both cases, working conditions are precarious and unstable insofar as the owner of the establishment shuns any responsibility for the workers' care or protection during that part of their lives when they are not producing for her.

The insecurity faced by platform workers is at play in the very constitution of their work, in the *Arbeitsverfassung*. Telling along these lines are the minimal conditions for hiring platform workers (the requirements are not having a criminal record and having a social security number) and the also striking ease and speed with which any worker can be dismissed with no severance pay or future obligation whatsoever. Thanks to the technology used, firing a worker for any reason is even easier than hiring her: with a click, she is removed from the app.

[52] Snircek (2018); Cant (2020).

References Références Referencias

1. Astrada, C. (1965). *Trabajo y alienación: En la "Fenomenología" y en los "Manuscritos".* Buenos Aires, Siglo Veinte.
2. Beck, Ü. (2004). *La sociedad del riesgo.* Madrid: Ibérica.
3. Boatcá, M. (2003). "From the Standpoint of Germanism. A Postcolonial Critique of Max Weber`s Theory of Race and Ethnicity", *Political Power and Critical Theory*, 24.
4. Boltanski, L. & E. Chiapello (2010). *El nuevo espíritu del capitalismo.* Madrid, Akal.
5. Bröckling, U. (2015). *El self emprendedor. Sociología: una forma de subjetivación*. Santiago de Chile, Ediciones Universidad Alberto Hurtado.
6. Cant, C. (2020). *Riding for Deliveroo. Resistance and New Economy*. Cambridge, Polity.
7. Hegel, G. (2012). *Fenomenología del espíritu*, transl. by W. Roces. Buenos Aires, FCE.
8. Honneth, A. (2012). *Crítica del agravio moral. Patologías de la sociedad contemporánea*. Buenos Aires, FCE.
9. Jaeggi, R. (2016). *Alienation*, transl. by F. Neuhouser and A. Smith. Columbia University Press.
10. Madariaga, J., C. Buenadicha, E. Molina, Ch. Ernst (2019). *Economía de plataformas y empleo: ¿cómo es trabajar para una app en Argentina?*, CIPPEC, https://www.cippec.org/publicacion/economia-de-plataformas-y-empleo-como-es-trabajar-para-una-app-en-argentina/_(retrieved May 2020).
11. Marx, K. (1999). *El capital. Crítica de la economía política* I. México, FCE.
12. Marx, K. (2004). *Manuscritos económico-filosóficos de 1844*, transl. by F. Aren, S. Rotemberg & M. Vedda. Buenos Aires, Colihüe.
13. Negri, A. & M. Hardt. (2002). *Imperio.* Buenos Aires: Paidós.
14. Prestifilippo, A. & L. Wegelin, "La libertad precarizada. Nuevas formas sociales de padecimiento en el mundo del trabajo", *Argumentos. Revista de crítica social*, 21.
15. Rammstedt, O. (2003) (ed.). *Georg Simmels Philosophie des Geldes*. Frankfurt am Main, Suhrkamp.
16. Rosa, H. (2011). "Aceleración social: consecuencias éticas y políticas de una sociedad de alta velocidad desincronizada", *Persona y sociedad*, Universidad Alberto Hurtado, Vol. XXV, n. 1.
17. Scaff. L. (1989). *Fleeing the Iron Cage. Culture, Politics and Modernity in the Thought of Max Weber.* Berkeley and Los Angeles: University of California Press.
18. Sennet, R. (2000). *La corrosión del carácter. Las consecuencias personales del trabajo en el nuevo capitalismo*. Barcelona, Anagrama.
19. Sennet, R. (2007). *La cultura del nuevo capitalismo*. Barcelona, Anagrama.
20. Simmel, G. (1977). *Filosofía del dinero*, transl. by R. García Cotarello. Madrid, Instituto de Estudios Políticos.
21. Simmel, G. (2007). "Fragmento sobre la libertad", transl. by J. Galindo, in O. Sabido Ramos (coord.), *Georg Simmel. Una revisión contemporánea*. Barcelona, Anthropos-UAM Azcapotzalco.
22. Simmel, G. (2010). *Cultura líquida y dinero. Fragmentos simmelianos de la modernidad*, transl. by C. Sánchez Capdequí. Barcelona, Anthropos-UAM Cuajimalca.
23. Srnicek, N. (2018). *Capitalismo de plataformas*. Buenos Aires, Caja Negra.
24. Standing, G. (2011). *The precariat.* Londres, Bloomsbury.
25. Streeck, W. (2017). *¿Cómo terminará el capitalismo?* Madrid, Traficantes de Sueños.
26. Vernik, E. (2019). "Los que trabajan sólo por dinero. Escenas del neoliberalismo", *Dissonancia. Revista de teoría crítica*, Campinas, Advanced Open Publishing.
27. Weber, M. (1995). *Biografía de Max Weber*, introduction by G. Roth, transl. by M. Bigorria. México, FCE.
28. Weber, M. (1993). "Die Erhebung des Verein für Socialpolitik", edited by W. Mommsen, *Max Weber Gesamtausgabe I/4*. Tubingen, Mohr Siebeck.
29. Weber, M. (1995). "Empresas rurales de colonos argentinos", transl. by R. Walton, *Ruralia*, october.
30. Weber, M. (2008). Historia agraria romana, transl. by V.A. González. Madrid, Akal.

Global Journal of human-social science: H
Interdisciplinary
Volume 20 Issue 7 Version 1.0 Year 2020
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460x & Print ISSN: 0975-587X

Are Brand Value Reports Compatible with Financial Reports?

By Murat Akyildiz

Abstract- The purpose of this paper is to uncover whether brand value reports published by brand valuation organizations are compatible with the financial reports and whether brand value contributes to profitability and financial performance. For this purpose, four panel data model were built up to investigate the impact of brand value on profitability and performance, The data belongs to food companies which are among Turkey's top 100 listed brands. The data are collected from the brand valuation report and financial statements published between the years 2008-2018. Results of analysis indicate that there is no relationship between brand value and financial performance. However, the relations between brand value and profitability ratios are significant. This paper conclude that financial statements and brand valuation reports are not sufficiently compatible with each other. Additionally, this paper suggests that Turkish firms should try to increase their brand strengths.

Keywords: brand value, financial performance, brand equity, panel data. TOPSIS.

GJHSS-H Classification: FOR Code: 350101

AREBRANDVALUEREPORTSCOMPATIBLEWITHFINANCIALREPORTS?

Are Brand Value Reports Compatible with Financial Reports?

Murat Akyildiz

Abstract- The purpose of this paper is to uncover whether brand value reports published by brand valuation organizations are compatible with the financial reports and whether brand value contributes to profitability and financial performance. For this purpose, four panel data model were built up to investigate the impact of brand value on profitability and performance, The data belongs to food companies which are among Turkey's top 100 listed brands. The data are collected from the brand valuation report and financial statements published between the years 2008-2018. Results of analysis indicate that there is no relationship between brand value and financial performance. However, the relations between brand value and profitability ratios are significant. This paper conclude that financial statements and brand valuation reports are not sufficiently compatible with each other. Additionally, this paper suggests that Turkish firms should try to increase their brand strengths.

Keywords: brand value, financial performance, brand equity, panel data. TOPSIS.

I. Introduction

Although the origin of the brand dates back 1500s BC, it has reached its current meaning after industrial revolution (Perry & Wisnom, 2003). The reason why the brand has gained importance day by day is the assumption that strong brands create value added for companies (Kriegbaum, 1998; Kalicanin et al., 2015). That assumption has promoted many companies to increase their financial performances via brand. This trend has also led to a rise in the importance of brand value concept, which enables managers to compare their competitors.

Despite different findings, it is prevalent accepted that the brand value contributes positively to all activities of the company by providing status (O'Cast and Frost, 2002) and reducing the importance of price (Stanton and Furrel, 1987) as well as creating customer loyalty (Pride and Ferrel,1991). In a sense, brand value itself is a kind of performance measure.

Therefore, brand value attracts attention of not only company managers but also of many stakeholders such as investors and credit corporations. This interest has caused the establishment of various brand valuation companies that aim to guide users' decision-making. Including "Interbrand" valuation firm which was founded in 1974 as the first one, Millward Brown and Brand Finance companies are considered among the most important ones (Haig and İlgüner, 2015). Today, majority of investors have been taking the reports published by brand valuation companies into account to invest.

However, each of these companies adopts different valuation methods and accordingly they may calculate brand value differently. Hence, one of the most important supporting resources for investors' decision-making is the financial statements of companies.

Although, brand valuation reports include the information in financial statements, they contain data based on subjective criteria and estimations. Yet financial statements indicate only the realized financial structure of the firms preceding year. However, in the long- run, the increase or decrease in the brand value is expected to reflect on financial performance and profitability. In other words, contribution of brand value to financial performance and profitability requires both to be compatible with each other. Otherwise, inconsistency between them needs questioning.

To date, considerable amount of research has dealt with testing the assumption that brand value contributes to financial performance. Most of these studies tend to measure the relationship between brand equity and financial performance (Barth et al., 1998; Abratt, R, & Bick, G., 2003; Kim, et al., 2005; Verbeeten & Vijn, 2010; Liu et al., 2017). On the other hand, there are also studies using the term brand value although they employ the brand equity measurement as in the study by Yeung and Ramasamy (2007).

However, particularly in Turkey, the amount of research using brand value published by consulting firms is still very limited. From this point of view, the purpose of this paper is to determine whether brand values published by brand valuation organizations are associated with the financial reporting system and whether brand value contribute to profitability and financial performance. Moreover, this paper, which provides an idea about the reliability level of the reports in relation to financial statements and brand value may provide invaluable insight to investors and brand valuation organizations. It also contributes to the relevant literature.

II. The Measurement Methods of Brand Equity and Brand Value

Brand equity (BE) briefly can define as the set of values created in consumers' minds because of comparing the brand name, symbols and connotations

Author: e-mail: akyildizmurat@hotmail.com

of the products offered by the company with competitor brands (Tiwari, 2010). Research measuring brand equity uses non-monetary methods. Therefore, studies measuring brand equity aim to measure what consumers' attitudes towards brand dimensions and how they perceive them. For example, Aaker (1991, 1996) measures brand equity with dimensions such as brand awareness, brand connotation, perceived quality, and other brand assets (patents, trademarks, etc.).

Brand value (BV), on the other hand, is the embodied form of brand equity and expresses the monetary value of the brand. Tiwari (2010) defines brand value as the sale or replacement value of the brand. Research that measures brand value uses monetary methods. However, there are many monetary measurement methods such as cost based, -market value, licensing, price- premium (Kriegbaum, 1998). Brand valuation companies use a mixed method that includes monetary and non-monetary approaches to calculate brand value. This paper, only explains Brand Finance's brand valuation method because it is data source.

III. Brand Valuation Method of Brand Finance

Brand Finance is an England based consulting firm and has been publishing the most valuable 100 brands in Turkey since 2008. We may summaries the method it used as follows:

Brand Finance defines the brand value as the part of the brand contribution that is able to transfer by means of sale or license. Using a mixed method, Brand Finance bases on the brand strength index for brand valuation. Brand strength consists of brand investments, brand capital and brand performance dimensions. These dimensions, which consist of tangible and intangible qualities, are evaluated over 100 points. Brand Finance uses it as brand strength score.

Later, Brand Finance applies the calculated brand strength score to the copyright payment range. The Royalty payment method bases on the assumption that a company does not own brand or licenses its brand from another company. Royalty payment interval differs from sector to sector within the frame of existing license agreements. For instance, in the case brand strength score is 75, in a sector where royalty payment interval is 1-5 percent, royalty payment ratio is 4 percent. Next, company applies revenues estimated the calculated royalty payment ratio to be obtained in the following years. In the last stage, it obtains net brand value by discounting proprietary revenue after tax (Haig & İlgüner, 2015).

IV. Measurement of Financial Performance

The researchers examining the relationship between the monetary value of the brand and financial performance adopt different financial measurement method. For example, Rasti and Gharibvand (2013) prefer book value and shareholder value as financial performance criteria. Yeung & Ramasamy (2008) as well as Arora & Chaudhary (2016) adopt performance criteria such as return on investment-ROI, return on asset -ROA, gross profit margin -GPM, net margin -NM and pretax margin -PM. In addition some researchers adopt performance criteria such as economic value added-EVA, return on sale-ROS and cash flow return on Investment- CFRI (Yükçü and Atağan, 2010; Werbeeten and Win, 2010).

As a result, it is possible to say that a common consensus has not been reached, although it has been debated for years how to measure the financial performance of businesses. Knight (1998) classifies the methods used for measuring financial performance as income-based, cash-based, return-based and value-based criterions. It is claimed that each of these methods has weaknesses as well as strengths (Young & O'Byrne, 2001;. Rogerson, 1997; Ottosan & Weissenrieder, 1996).

Each new method proposed for financial performance measurement is the result of new requirements that emerge over time. The method chosen may vary depending on how the concept of performance is interpreted and whose benefit is a priority. For example, traditional methods focus on company profitability whereas value based methods focus on shareholder profitability.

As Buveneswari and Venkatesh (2013) point out, financial performance should be considered not only as a measure of how much revenue a company generates from operating activities, but also as a measure of how it uses its resources and how good its financial health is. In this framework, the present study considers both long-term financial health of companies and financial ratios that show their profitability. Aforementioned financial ratios are as follows (Table I).

Table I Financial ratios

Table I: Financial ratios

Solvency	CR	Current Ratio
	AR	Acid Ratio
Turnover	STR	Stock Turnover Ratio
	AT	Asset Turnover)
	FAT	Fixed Asset Turnover
Financial structure	LR	Leverage Ratio
	DR	Dept Ratio
Profitability	ROE	Return on Equity
	ROA	Return on Asset
	ROS	Return on Sale

As in other similar studies measuring financial performance by using multiple financial ratios, the present study also employs the TOPSIS (Technique for Order Preference by Similarity to Ideal Solution) method (Inani and Gupta, 2017; Zavadskas, et al.. ;2016; Fenk and Wang, 2000; Yükçü and Atağan, 2010; Yu-Jie, W. 2008).

V. Topsis Methodology

It is Hwang and Yoon those that proposed the TOPSIS method for the first time. (Cheng-RU et al. 2008).The standard TOPSIS method attempts to choose alternatives that simultaneously have the shortest distance from the positive ideal solution and the farthest distance from the negative ideal solution. The positive ideal solution maximizes the benefit criteria and minimizes the cost criteria, whereas the negative ideal solution maximizes the cost criteria and minimizes the benefit criteria. TOPSIS makes full use of attribute information, provides a cardinal ranking of alternatives and does not require attribute preferences to be independent. To apply this technique, attribute values must be numeric, monotonically increasing or decreasing, and have commensurable units (Wang & Elhag, 2006; Zavadskas et al., 2016). The TOPSIS method includes a six-step solution process (Kobryń, 2016).

Step1: Creation of a decision matrix

The lines of the decision matrix A indicate the decision points, and the columns indicate the evaluation factors used for decision-making. Matrix A is defined as the initial matrix and is illustrated as follows.

$$A=\begin{bmatrix} a_{11} & a_{12}\ \dots & a_{1n} \\ a_{21} & a_{22\dots} & a_{2n} \\ \dots & \dots\dots & \\ & & \dots\dots \\ \dots & & \dots\dots \\ & \dots\dots & \\ a_{m1} & a_{m2\dots} & a_{mn} \end{bmatrix}$$

In the a_{ij} matrix, "m" represents the number of decision points and "n" represents the number of evaluation factors.

Step 2: Creation of a normalized decision matrix

The normalized " r" matrix obtained from matrix A is calculated using the following formula.

$$r_{ij}=\frac{a_{ij}}{\sqrt{\sum_{i=1}^{m}a_{ij}^{2}}} \qquad i=1,\dots,m \qquad j=1,\dots,n$$

Step 3: Creation of a weighted normalized decision matrix

First, the weight of the evaluation factors is determined (W_j). Then the elements in each column of the matrix"r" are multiplied by the value"W_j" and matrix V is generated.

Step 4: Indication of the positive and negative-ideal solution

In the V matrix, the maximum and minimum values of rows and columns are determined.

$A^{+} = \{V_1^{+}, V_2^{+} \dots\dots\dots, V_n^{+}\}$ maximum values in each column

$A^{-} = \{V_1^{-}, V_2^{-} \dots\dots\dots, V_n^{-}\}$ minimum values in each column

Step 5: Calculation of distance of each alternative to positive and negative ideal solution points

Maximum-minimum points and distances to ideal points are calculated by the following formulas.

$$S_1^{+}=\sqrt{\sum_{J=1}^{n}(V_{ij}-V_j^{+})^2} \qquad i=1, 2\dots, m$$

$$S_1^{-}=\sqrt{\sum_{J=1}^{n}(V_{ij}-V_j^{-})^2} \qquad i=1, 2\dots, m$$

The numbers of $S_1^{+} ve\ S_1^{-}$ to be calculated are the number of decision points.

Step 6: Calculation of the relative closeness of the decision points to the ideal solution

$$C_i^{+}=\frac{S_i^{-}}{S_i^{-}+S_i^{+}} \qquad i=1, 2\dots, m$$

Global Journal of Human-Social Science (H) Volume XX Issue VII Version I Year 2020

Point C_i^+ is inthe range of $0 \leq C_i^+ \leq 1$ and indicates proximity to the ideal solution

VI. Methodology

a) Sampling and data

The data belongs to food companies which are the among Turkey's top 100 listed brands. The data are obtained from the annual brand valuation reports and financial statements published between 2008 and 2018.The companies included in the research are selected based on three basic criteria.1) To operate in the same industry 2) to be within the brand valuation report during the research period 3) to reach the financial statements of the companies on Public Disclosure Platform (PDP). I reduced financial ratios including the period 2008-2018 into a single ratio by using TOPSIS method. The table below displays the brand values published by Brand Finance by years. (Table II).

Table II: Brand values ($ Million-Billion)

YILLLAR/FIRMA	MIGROS	BIM	TAT	Kent	BANVIT	ULKER
2008	735	582	75	64	75	193
2009	1213	688	102	76	101	331
2010	1234	923	131	99	172	364
2011	812	1182	92	68	118	385
2012	653	965	64	103	136	452
2013	680	1395	77	111	141	657
2014	610	1120	60	106	125	564
2015	547	1387	69	107	131	745
2016	512	668	82	111	88	522
2017	531	742	104	55	52	647
2018	638	584	78	66	89	616
2019	235	308	38	41	37	401

I formed a total of 11-decision matrix belonging to six firms among 2008-2018, by using the profitability ratios (a decision matrix per year). Due to space concerns, only the matrix displaying the year 2008 is included (Table III).

Table III: Decision matrix for 2008

2008	CR	STR	AR	AT	FAT	ROS	ROE	ROA	DR	LR
Migros	1.354	6.946	0.948	0.593	3.045	0.095	0.076	0.056	1.284	1.745
Bim	0.761	20.151	0.346	5.057	10.496	0.035	0.564	0.179	0.465	1.465
Tat	0.973	5.206	0.582	1.195	4.033	0.020	0.078	0.024	0.431	1.431
Kent	0.797	7.228	0.575	0.991	2.844	0.052	0.160	0.051	0.469	1.469
Banvit	1.354	11.038	1.011	1.591	5.085	0.005	0.035	0.007	0.266	1.266
Ülker	1.245	2.399	1.089	0.151	1.077	0.367	0.149	0.055	0.590	1.590

Table IV indicates the financial performance scores calculated for 11 years using the TOPSIS method

Table IV: Financial performance scores

	MIGROS	BIM	TAT	KENT	BANVIT	ULKER
2008	2.714	5.062	4.965	5.077	4.496	5.422
2009	1.874	3.878	3.956	5.798	3.546	4.318
2010	1.92	3.873	4.159	5.355	3.895	4.947
2011	2.092	4.757	4.974	6.573	4.069	5.127
2012	2.047	4.457	4.663	7.548	3.717	4.391

2013	1.756	3.465	3.555	5.646	2.726	3.467
2014	1.914	3.595	4.606	5.714	2.816	3.733
2015	1.787	4.823	7.555	8.453	3.847	4.972
2016	1.335	4.254	7.27	5.93	3.892	4.018
2017	1.724	3.406	4.86	5.134	3.583	3.037
2018	1.808	2.669	1.473	1.905	2.043	1.899
2019	1.940	2.665	1.469	1.702	2.085	1.887

b) Developing econometric model

The literature suggests panel data model for such studies that include unit data set and time data set. The aim of the study is to determine whether brand value contributes to financial performance and profitability. We built following econometrics model, for the purpose of the research.

Model 1 : $LFP_{it} = \beta_{0it} + \beta_{it} LBV_{it} + U_{it}$

Model 2 :$LROS_{it} = \beta_{0it} + \beta_{it} LBV_{it} + U_{it}$

Model 3 : $LROA_{it} = \beta_{0it} + \beta_{it} L\,BV_{it} + U_{it}$

Model 4 : $LROE_{it} = \beta_{0it} + \beta_{it} L\,BV_{it} + U_{it}$

Model 1 shows the brand value (BV) - financial performance (FP) relationship whilst remaining three models present the relationship between brand value and profitability ratios (Return on sale/ROS-Return on Asset/ROA and Return on Equity/ROE).

LFP, LBV, LROS, LROE and LROA are the logarithmic values of the FP, BV, ROS, ROA and ROE.LBV is an independent variable in all models. LFP, LROS, LROA and LROE are dependent variables for each model. In models where β_0 symbolizes constant parameter, "β" is slope parameter; "U" is error term, "i" subscript indicates units (firms) and "t" subscript indicates time (i.e. years).I used software of the stata15 and e-views10 for the statistical analyses

i. *Cross sectional dependency and unit root tests*

Because of the fact that in panel data analyses non-stationary series lead to spurious regression the first step to be taken is to determine whether the series is stationary or not. The relevant literature suggests first-generation unit root tests, if not cross-sectional dependency, otherwise second-generation unit root tests. (Tatoğlu, 2013b).

Table V: Cross dependency test of series

Data set	Pesaran CD test	p
LFP	*8.4511*	*0.0000*
LBV	*5.7085*	*0.0000*
LROS	*-1.6223*	*0.1047*
LROA	*-1.1075*	*0.2681*
LROE	*-1.4374*	*0.1506*

* $p<0.05$

According to Pesaran CD test, there is not cross sectional dependency except for LFP and LBV Therefore, I preferred second-generation unit root tests for the LFP, LBV and first generation unit root test for the others.

Second-generation unit root tests consisting of three groups aim to reduce the effect of correlation between units. Even though the first group of tests reduces the correlation between units, it may not be applicable in some cases. MADF (Multivariate Augmented Dickey Fuller), which is one of the second group tests requires T> N condition while SURADF (seemingly unrelated regressions augmented Dickey Fuller) is considered more suitable for time series rather than panel data (Tatoğlu, 2018). The tests in the third group eliminate the correlation between the units by estimating the factor loads. I preferred the second-generation Pesaran CD unit root, which is preferred for non-stationary series and low number of units. The second and first generation test results of unit root are as follows (Table VI and VII).

Table VI: LLC second-generation Pesaran CD Unit root test

	t-bar	cv10	cv5	cv1	Z[t] bar	p	
LFP	-1.381	-2.220	-2.370	-2.260	0.790	0.770*	non-stationary series
LBV	-1.843	-2.220	-2.370	-2.260	-0.299	0.383*	non -stationary series

*$P>0.05$

T-bar statistics for LFP and LBV variables demonstrate that null hypothesis which indicates that the series includes unit root cannot rejected (P>0.05 for both series). That is, the series are not stationary. In a similar manner, Z [T]bar statistics include series unit root according to the scores (P>0.05). On the other hand, test results indicate that LBV variable is stationary (p<0.05).

The table below (table VII) displays first generation test results for LROS, LROA and LROE variables. The results indicate that all three variables are stationary.

Table VII: First generation unit root test

	LROS		LROA		LROE	
	statisitic	p	statisitic	p	statisitic	p
Levin Li Chu (t)	-5.652	0.0000*	-9.9634	0.0000*	-10.352	0.0000*
Im pesaran Shin (W)	-3.606	0.0002*	-7.4259	0.0000*	-7.781	0.0000*
ADF –Fisher (chi squre)	**34.138**	0.0006 *	63.998	0.0000*	63.998	0.0000*
PP Fisher (chi square)	34.001	0.0007*	70.034	0.0000*	73.829	0.0000*

P<0.05;

ii. *Panel data model selection*

a. *Panel data model selection in non-stationary series*

Stationarity refers to the resistance of a variable's series to the shocks it has been exposed to over the long term. Temporary shock effects imply the stationarity of the series while the permanence of shock effects indicates that the series has lost its stationarity. In other words, its parameters such as arithmetic mean and variance of the series do not change in the long term despite the shocks. The relationship between non-stationary variables may cause spurious regression. To overcome this problem of non-stationarity an econometric analysis of panel data has increasingly moved towards the cointegration model. Nevertheless, traditional Engle and Granger (1987) cointegration analysis cannot be applied if the stationarity level of the series is different (i.e., X series I (0) and Y series I (1).

In the first model, although independent variable is stationary, dependent variable (LFP) is not stationary. However, when the first differences method is conducted to LFP series, the series become stationary (Table VIII).

Table VIII: Unit root test for LFP series (First generation)

Series: D(LFP) Method	Statistic	Prob.**	sections	Obs
Null: Unitroot (assumescommonunitrootprocess)				
Levin, Lin &Chu t*	-2.36571	0.0090	6	48

Pesaran Smith and Shin suggest (2001) Auto Regressive Distributed Lag model (ARDL) which is a special type of cointegration test for cases when stationarity level of series are different I(0) and I(1). While cointegration tests estimate long-term relationships between the variables, error correction models (ECM) estimate both long term and short-term relationships.

ARDL model could be expressed together with error correction models. Error correction models may be grouped into two main categories as first and second generation. Dynamic fixed effects (dfe), pooled mean group estimator (pmg), mean group estimators (mg), and random coefficient model (rcm). General characteristic of first generation estimators is that they do not consider inter-unit correlation. Conversely, second-generation estimators such as common correlated effects (cce), augmented mean group (amg) and dynamic common correlated effects (dcce) consider inter-unit correlation. Additionally, though some of first generation estimators take homogeneity and some heterogeneity into consideration all of second-generation estimators consider heterogeneity (Tatoğlu, 2018; 272; 373).

Therefore, determining the most suitable estimation model requires conducting homogeneity and cross section dependency tests. Swammy test results point out that the model established with LFP and LVB variables is heterogeneous {Chi (2)10=141.02; p=0.000). LM test shows that the remains in model with aforementioned variables include inter-unit correlation (LM-71.32; p=0.000). These results point out that the best estimators for the model-1 are second-generation error correction models.

Augmented mean group estimator (AMG), one of the second-generation error correction models is estimated with first difference method by adding T-1 number time dummy variable in the first stage. In the second stage, the estimations made in the previous stage are added to error correction model established for each unit. In the third stage, the AMG estimator adapts the ARDL model proposed by Pesaran and Smith to the MG model. In the third stage, the AMG estimator uses the following estimator by adapting the ARDL model proposed by Pesaran and Smith to the MG model (Tatoğlu, 2018: 279-303). So model-1 can be written as follows.

$$\Delta LFP_{it=\emptyset_i}(LFP_{it-1}\text{-}\Theta_i^{'}LBV_{it-1})+\Sigma_{j=1}^{p-1}\lambda_j^* \quad \Delta LFP_{it-j} +\Sigma_{j=1}^{p-1}\delta_j^*\Delta LBV_{it-j}+\mu_{it}+\varepsilon_{it}$$

$$\emptyset = (1-\Sigma_{j=1}^{p}\lambda_j),\ \Theta=\Sigma_{j=1}^{p}\delta_j/(1-\Sigma_k);\quad \lambda_j^* = -\Sigma_{m=j+1}^{p}\lambda_m;\ \delta_j^* = -\Sigma_{m=j+1}^{p}\delta_m$$

Here "Θ" represents long period," λ" and "δ" are represent short period and "$\emptyset$" is error correction parameter.

b. *Stationary panel data models and model selection*

Literature suggests either fixed effects or random effects model in the stationary panel data models, if there is unit or time effect. Otherwise, it suggests classic model. Literature suggests that random effects model should be preferred for estimations conducted for a large mass. Panels with no unit and time effect are defined as homogeneous and others as heterogeneous panels (Tatoğlu, 2013a).

I conducted F" test for unit effect and LR (like hood ratio) test for time effect. I also performed Hausman test to choose between fixed effect and random effects. The table below shows test results. (Table IX).

Table IX: The selection test of estimation Models

Models	Test adı	Null Hypotesis	Test İstatistiği	p
Model -2	F	$H_0: \mu i = 0$	*F (5,59)=14.28*	0.0000*
	LR	$H_0: \sigma_{\lambda} = 0$	*Chi2 (01)=0.00*	1.000
	Hausman	$H_0: R\beta = r$	*Chi2 (1)=1.50*	**2.201(re)**
Model -3	F	$H_0: \mu i = 0$	*F (5,59)=4.480*	0.0009*
	LR	$H_0: \sigma_{\lambda} = 0$	*Chi2 (01)=2.8e-14*	1.0000
	Hausman	$H_0: R\beta = r$	*Chi2 (1)=2.98*	**0.0840 (re)**
Model -4	F	$H_0: \mu i = 0$	*F (5,59)=11.98*	0.0000*
	LR	$H_0: \sigma_{\lambda} = 0$	*Chi2 (01)=0.000*	1.0000
	Hausman	$H_0: R\beta = r$	*Chi2 (1)=8.35*	***0.0039(fe)***

In all models, "F" test in first line demonstrates the existence of unit effect; in other words, it indicates unsuitability of classical model. LR test, which tests time effect, in second line indicates that time, has no effect in all three models. Thus, all models are one-way heterogeneous models.

The Hausman test, which enables selection between the RE model and the FE model, examines the presence of the correlation between the independent variable and the unit effect. Acceptance of null hypothesis means that random model is right option. Test results point out those second and third models should estimate with random effects model and that forth model should estimate with fixed effects. In this case, models established above can display respectively as follows (Tatoğlu, 2013 b).

Model -2: $ROS_{it} = \beta_{0i} + \beta_i BV_{it} + V_{it}$ (One way random effects model)

Model -3: $ROA_{it} = \beta_{0i} + \beta_i BV_{it} + V_{it}$ (One way random effects model)

Model -4: $ROE_{it} = \beta_{0i} + \beta BV_{it} + U_{it}$ (One way fixed effects model)

Since the unit effect is not constant in random models, it is shown in the margin of error, not in the fixed parameter (Vit= $\mu_i + U_{it}$). Here the term $\beta_0$represents constant, other β the slope and V_{it} represent all residual errors.

VII. Assumption Tests

Consistent estimates depend on whether selected models meet assumptions. General assumptions about our preferred panel data models are summarized below.

a) *Distribution of error terms*

The null hypothesis states that Uit means are equal to zero. Results of Jarqua Bera tests are as follows (Table X).

Table X: Normality test

Modeller	Jarkue Bera	P
$u_{it} = 0$; *(Model 2)*	*0.891*	*0.9230**
$u_{it} = 0$ (Model 3)	*0.746*	*0.0580**
$u_{it} = 0$ (Model 4)	*3.098*	*0.0143***

**P> 0,05; **p>0.01*

b) *Heteroscedasticity*

In panel data models, it is expected from error term to be homoscedastic within unit and inter-units. We employed Breush Pagan Lagrange Multiplier test to examine heteroscedasticity in random effects model and altered Wald test for fixed effect model. Test results are as follows (Table XI). As seen in the table, test results indicate that variance changes according to the units.

Table XI: Heteroscedasticity test

Model	Null Hyp	Test Statistic	p
Model 2 (re)	Var(u)=0	Breush Pagan LM, Chibar2 = 71,84	0.0000
Model 3 (re)	Var(u)=0	Breush Pagan LM,. Chibar2(01)=9.61	0.0010
Model 4 (fe)	$\sigma_i^2 = \sigma^2$	Wald testi, Chi2 (6)= 978.04	0.0000

* *p<0,05*

c) Autocorrelation

Autocorrelation means that there is a significant relationship between the unit values of successive error terms. Annual or seasonal period difference between error terms shows the degree of autocorrelation. In case where there is a significant relation between t period errors and t-1 period in an annual time series, there is first order autocorrelation. We performed LM test for random effect model and DW test for fixed effect model to understand whether there is an autocorrelation. Test results indicate the presence of autocorrelation for all models exclusive of forth model (Table XII).

Table XII: Autocorrelation Test

Model	Test İstatisitiği	p
Model 2 (re)	LM (lambda=0) = 24.97 Pr>chi2 (1)	0.0000*
	ALM (lambda=0) = 2.34 Pr>chi2 (1)	0.1262
	Joint (var(u)=0, lambda=0) =74.18 Pr>chi2 (2)	0.0000*
Model 3 (re)	LM (lambda=0) = 7.20 Pr>chi2 (1)	0.0425*
	ALM (lambda=0) =2.27 Pr>chi2 (1)	0.1323
	Joint (var(u)=0, lambda=0) =11.88 Pr>chi2 (2)	0.0000*
Model 4 (fe)	Modified Bhargava et al. DW=1.89	n= 66 için db=1.37
	(İf db<DW<4-db ➡ No aotocorelation)	1.37<1.89<2.63
	Baltagi Wu LBI= 2.09	

P<0.05

d) Cross section dependency (Correlation among units)

One of the general assumptions of panel data models is that error terms are not correlated according to the units. Literature suggests Pesaran CD test to investigate cross section dependency for both random and fixed effect models in cases of T>N (Tatoğlu, 2013, a). Test results are as follows (Table XII

Table XIII: Cross section dependency tests *(Pesaran)*

Model 2	Model 3	Model 4
Pesaran= -1.402	Pesaran = -1.329	Pesaran: -0.748
P=1.839	P= 1,816	P= 1,816

e) Robust estimator for deviation from the assumption

In cases where there is at least one of the heteroscedasticity, autocorrelation or correlation between the units, literature suggests correction of standard errors or using robust estimators without changing parameter (Tatoğlu, 2013, a). Robust estimators conduct the corrections needed when the panel data models do not meet the assumptions.

VIII. Findings

a) Effects of brand value on financial performance

Estimation results of AMG, which is one of the second-generation error correction models and developed to correct heteroscedasticity and correlation between units as is below (Table XIV).

Table XIV: Augmented Mean Group Estimator (Model-1)

xtmg dLFP dLBV dlLFP lLFP lLBV, aug						
dLFP	Coef	Std Err	z	p>Z	[95% Conf. Interval]	
dLBV	.0578541	.0780104	0.74	0.458	.0950435	.2107518
dlLFP	.5636441	.1037567	5.43	0.000	.3602847	.7670036
lLFP	-1.018913	.2006249	-5.08	0.000	1.412131	-.6256959
lLBV	-.0434217	.1250677	-0.35	0.728	-.28855	.2117066
00000Rc	1.024834	.2012054	5.09	0.000	.6304785	1.419189
cons	.8251058	.8490087	0.97	0.331	.8389207	2.489132

Wald chi2(4) = 36.97 Prob > chi2 = 0.0000

Variable 00000Rc refers to the common dynamic process.

Wald test indicates that model is significant (Chi2 (4) =36.97; p=0.000). Error correction parameter of the model is negative and significant (-1.019). However, it seems that there is no significant relationship between financial performance and brand value in both the short and the long period

b) *Effects of brand value on profitability rates*

Second, third and fourth models aim to examine the effect of LBV on LROS, LROA and LROE. Although third and fourth models do not include cross section dependency (correlation between units), they have heteroscedasticity and autocorrelation. There is only heteroscedasticity in the fourth model. Park Kmenta estimator tests. Second and third model with flexible generalized least squares method. Test results are below (Table XV- XVII- .XVII).

Table XV: Relation between BV and ROS (Model 2

xtgls LROS LBV, i(id) t(t) panels (correlated)						
LROS	Coef.	Std. Err.	z	P>z	[95% ConfInterval]	
LBV	.1891839	.0310992	6.08	0.000	.1282306	.2501371
_cons	-4.005708	.1962197	-20.41	0.000	-4.390292	-3.621125

Wald chi2(1) = 37.01 Prob> chi2 = 0.0000

Table XVI: Relation between BV and ROA (Model 3)

xtgls LROA LBV, i(id) t(t) panels (correlated)						
LROA	Coef.	Std. Err.	z	P>z	*95% ConfInterval]*	
LBV	.2209399	.0517723	4.27	0.000	.119468	.3224118
_cons	-4.003274	.3248985	-12.32	0.000	-4.640063	-3.366485

Wald chi2(1) = 18.21 Prob> chi2 = 0.0000

Table XVII: Relation between LBV and LROE (Model 4)

xtgls LROE LBV, i(id) panels(hetero)						
LROE	Coef.	Std. Err.	z	P>z	*95% ConfInterval]*	
LBV	.4122762	.0687638	6.00	0.000	.2775016	.5470508
_cons	-3.891073	.3830425	-10.16	0.000	-4.641823	-3.140323

Wald chi2(1) = 35.95 Prob> chi2 = 0.0000

The test results of all three models indicate that the relationship between dependent and independent variables are significant.

IX. Discussion

Although there are many studies examining the relationships between brand value and financial performance, most of them approach the issue from the different point of views. If we ignore research that measures the relationship between brand equity and financial performance, we can say that the main source of discrepancy at issue is related to the measuring of financial performance. This distinctness makes it difficult to compare directly the results of researches regarding the financial performance. For instance, Yeung and Ramasamy accept market returns and stock market as external financial performance measure (2008) while they accept ROA, ROE and ROI as an internal performance measure. Another example is article of Rasti and Gharibvan (2013). The authors adopt EBIT (Earnings before interest and tax) and dividend yield as financial performance measure. The results of the aforementioned researches indicate that the brand value relation with the EBIT and stock market, but not to the dividend income and market return.

Contrary to the research results pointing out the relationship between brand value and financial performance, the results indicating the relationship between brand value and profitability rates are directly comparable. On the other hand, some of the directly comparable studies support our research results while others do not. For example, the research results of Ceylan (2019) as well as Yeung and Ramasamy (2008) support our research while Chaudhary's (2016) research results do not.

The results of the research conducted by Yeung and Ramasamy (2008) indicate that the brand value had a positive effect on the internal performance criteria such as ROI, ROA, GPS and PM. Ceylan (2019) concludes that the brand value had positive effects on the profitability of the assets. However, she calculates the brand value using the Hirose model. Results of the study in banking sector by Arora and Chaudhary (2016) indicate that brand value relation to ROA and ROE however, this relationship is negative. The researchers interpret this result as the fact that the expenses made to increase brand value have reduced the return. However, results of this study point out that brand value positively affects profitability rates (ROS-ROA and ROE).

Normally, brand value is expected to make a positive contribution to financial performance and profitability in every condition, as they greatly reduce price flexibility and isolate the competition strategies of competitors. Whereas the results of our research indicate that "brand-value" does not affect financial performance but it affects profitability rates positively. This result may result from the financial rates, which we use to calculate financial performance. When we consider that some of the rates used for financial performance are affected not only by brand strengths but also by management skills, it is possible to say that the result is reasonable. Contrary to financial performance, it is more likely that strong brands affect profitability rates because of generating more profitability of high price.

The profitability rate that the brand value contributes the most is ROE. One percent increase in brand value contributes to the ROE at the level of 0.41 percent. These rates are 0.22 percent for ROA and 0.18 percent for ROS. Although strong brands are expected to contribute most to the profitability of sales, it is quite interesting that they contribute to the lowest level.

Even if the positive effect of the increase in brand value on the sales is statistically significant, it may be interpreted that the contribution level is extremely low. The reason for this is the compulsory expenditures that companies make to protect the brand strength besides creating a brand. Such a result is not compatible with the importance attributed to the brand.

X. Conclusion

What conclusion should we draw from this study? In my opinion, I can say this study points out two possible problems. The first possible problem is that Turkish companies do not have a strong brand. For this reason, it is possible to say that Turkish firms need to put much more effort to increase their brand values, which may also enhance their competitive strength.

The second possible problem is possibility of investor losing trust in the brand valuation reports and financial statements. The reason is that brand valuation reports and financial statements are not compatible with each other. Where as it is expected that the reports at issue associate with each other's especially in the long term. Otherwise, investors may distrust about the financial statements and brand valuation reports. I can say that the problem is in the financial statements probably, when we consider that the brand valuation companies use the information in the financial statements.

In fact, it is known that accounting manipulations in corporate "financial reports" are performed in all countries and in every age. In other words, many companies manipulate their financial reports to some extent to achieve their "budget" goals and in order to show that managers are successful. Additionally, many companies manipulate to some reasons such as greed, desperation, immorality or tax evasion. (Bhasin, 2016). Generally, such manipulative behaviors are prevented by accounting standards. When evaluated in this context; the results also may be interpreted as a sign that accounting standards should still be developed

XI. Limitations and Future Research

The findings and insight gained from this research are valid and significant. However, some limitations cannot be overlooked. First, the sample size involved in this research is small because the number of companies meeting the selection criteria as explained in the sampling method is limited. Second, the time dimension is not sufficient for some of the error correction models. Third, the numerator and denominator, which show debt ratio and leverage ratio were inverted to ensure that the rates used to calculate financial performance are in the same direction (e.g., "Assets/Debts" instead of "Debts/Assets"). Finally, even if the data is subjected to logarithmic transformation, LFP and LROS are not normally distributed. Therefore, the results cannot be generalized. Future research may assess these models for the companies other than food industry in order to explore generalizability of the findings.

References Références Referencias

1. Aaker, D. (1991). Managing Brand Equity: Capitalizing on the Value of Brand name. Free Press, New York.
2. Aaker, D. A. (1996). Measuring Brand Equity across Products and markets. California Management Review, 38(3), 103-120.
3. Abratt, R., & Bick, G. (2003). Valuing Brands and Brand Equity: Methods and Processes. Journal of Applied Management and Entrepreneurship, 8(1), 21-39.
4. Arora, S., & Chaudhary, N. (2016). Impact of Brand Value on Financial Performance of Banks: An Empirical Study on Indian Banks. Universal Journal of Industrial and Business management, 4(3), 88-96.
5. Barth, M., Clement, M. B., Foster, G., & Kasznik, R. (1998). Brand Values and Capital Market Valuation. Review of Accounting Studies, 3(1-2), 41-58.
6. Bhasin, L. B., (2016), Accounting Manipulations in Corporate Financial Reports: Study of an Asian Market, International Journal of Management Sciences and Business Research, 5(11), 22-45.
7. Buil, I., de Chertanory, L., & Martinez, E. (2008). A Cross National Validation of the Consumer Based Brand Equity. Journal of Product and Brand Management, 17(6), 384-392.
8. Buveneeswari, R., & Venkatesh, M. (2013). A Study on Financial Performance with Special Reference to Sundaran Hydraulics Limited Chennai. International Journal of Advanced Research in Management and Social Scince, 2(3).
9. Cheng-RU, W., Lin, C.-T., & Tsai, P.-H. (2008). Financial Service of Wealth Management Banking: Balanced Scorecard Approach. Journal of Social Sciences, 4(4), 255-263.
10. Ceylan, E.I, (2019), A Study on The Brand Value-Profitability Relationship: Hirose method and Panel Causality Analyses, Muhasebe ve Finansman Dergisi, ISSN, 2146-3042, 389-414
11. Erdil, T. S., & Uzun, Y. (2010). Marka Olmak. İstanbul, Turkey: Beta.
12. Engle, R and Granger,G. (1987) Cointegration and Error Correction: Representation, Estimation and Testing, Econometrica, 55, (1987), 251-276.
13. Granger, C. W., & Newbold, P. (1974). Spurious Regression in Econometrics. Journal of Econometrics (2), 111-120.
14. Haig, D., & İlgüner, M. (2015). Türkiyenin en değerli markalarının yıllık raporu. Aralık 2016 tarihinde www.brandfinans.com adresinden alındı.
15. Huang, C. W. (2015). A Review of Brand Valuation Method. Journal of Service Science and Management, 8(1).
16. Inani, S. K., & Gupta, R. (2017). Evaluating financial performance of Indian IT firms: an application of a multi-criteria decision-making technique. International Journal of Behavioural Accounting and Finance, 6(2), 126-139.
17. Kalicanin, D., Veljkoviç, S., & Bogetic, Z. (2015). Brand Orientation and Financial Performance Nexus. Industrial, 43(1), 155-173.
18. Keller, K. L. (1993). Conceptualizing, measuring and Managing Customer-Based Brand Equity. Journal of marketing, 57(1), 1-22.
19. Kim, H.-b., & Kim, W. G. (2005). The Relation between Brand Equity and Firms' Performance in Luxury Hotels and Chain Restaurants. Tourism Management, 26, 549-560.
20. Knight, J. A. (1998). Value Based Management: developing systematic approach to creating shareholder value. New York: McGraw Hill.
21. Kobryń, A. (2016). A data pre-processing model for the TOPSIS method. Folia economic Stetinensia, 219-235.
22. Kreigbaum, C. (1998, April 8). Valuation of Brand-A Critical comparison of Different Methods. Dresden, Germany: Tehhnische Universite Dresden.
23. Liu, M. T., Wong, I. A., Tseng, T. H., & Chang, A. W. (2017). Applying consumer-based brand equity in luxury hotel branding. Journal of Business Research, 1-11.
24. O'Cass, A. & Frost H., (2002), Status Brands: Examining the Effects of Non-product Related Brand Association on the Status and Consumption1 Journal of Product and Brand Management, 11(2), 67-88
25. Ottoson, E., & Weissenrieder, F. (1996, March 1). Cash Value Added - a New Method for Measuring Financial Performance. April 20, 2018 http://dx.doi.org/10.2139/ssr: http://dx.doi.org/10.2139/ssr
26. Pesaran M.H. & Smith R.P. (1995), "Estimating Long-Run relationship from Dynamic Heterogeneous Panels", Journal of Econometrics, 68, 79-113.
27. Pesaran , M.H, Shin Y, Smith R.J, (2001), "Bound Testing Approaches to the analysis to the analysis of level relationship" Journal of Economic Society, 75, 289-326
28. Perry, A., & Wisnom, D. (2003). Markanın DNA'sı. Istanbul, Turkey: Media Cat yayınları.
29. Rasti, P., & Gharibvand, S. (2013). The Influence of Brand Value on selected Malaysian's Companies Book Value and Shareholders. Review of Contemporary Business Reserch, 2(1), 12-19.
30. Pride,W.& Ferrel, O.C. (1991), Marketing Concept and Strategy, Seventh Edition, Houghten Miffin Company, USA.
31. Rogerson, W. P. (1997). Intertemporal Cost Allocation and Managerial Investment Incentives: A Theory Explaining the Use of Economic Value Added as a Performance Measure. Journal of Political Economy, 105(4), 770-795.

32. Samadi, M., Bagheri, M., & Ghanavati, M. (2010). The Impact of Social-Cultural Innovation and Brand Performance of the Companies Listed in Tehran Stock Exchange. Research Journal of International Studies (15), 55-66.
33. Stanton, W.& Furrel, Charles (1987) Fundemental of Marketing, Eight Edition, Mc Grav Hill, USA.
34. Strack, R., & Wills, U. (2002). RAVE™Integrated Value Management for Customer, Human, Supplier and Invested Capital. European Management Journal, 20(2), 147-158.
35. Tatoğlu, F. Y. (2013 b). İleri Panel Veri Analizi. İstanbul: Beta.
36. Tatoğlu, F. Y. (2013,a). Panel veri Ekonometrisi. İstanbul: Beta.
37. Tiwari, M. K. (2007). Seperation of Brand Equity and Brand Value. Global Business Review, 11(3), 421-434.
38. Wang, Y. M., & Elhag, T. S. (2006). Fuzzy TOPSIS Method Based On Alpha Level Sets with an Application to Bridge Risk Assessment. Expert Systems with Applications. Expert Systems with Applications (31), 309-319.
39. Werbeten, H. M., & Wijn, P. (2010). Are Brand Equity Measures Associated with Business-Unit Financial performance? Empirical Evidence from Netherlands. Journal of Accounting, auditing and Finance, 25(4), 645-671.
40. Yeung, M., & Ramasamy, B. (2008). Brand value and Firm Performance. Brand management, 15(5), 322-335.
41. Young, S. D., & O'Breyne, S. F. (2001). EVA and value based management. USA: MCgraw-Hill.
42. Yu-Jie, W. (2008). Applying FMCDM to Evaluate Financial Performance of Domestic Airlines in Taiwan. Expert Systems with Applications, 34(3), 2424-2432.
43. Yükçü, S., & Atağan, G. (2010). TOPSIS Yöntemine göre performans değerleme. MUFAD, 18(1), 28-35.
44. Zavadskas, E. K., Mardani, A., Turskis, Z., Jusoh, A., & Nor, K. M. (2016). Development of TOPSIS Method to Solve Complicated Decision-Making Problems: An Overview on Developments from 2000 to 2015. International Journal of Information Technology & Decision Making, 15(3), 645-682.

Global Journal of human-social science: H
Interdisciplinary
Volume 20 Issue 7 Version 1.0 Year 2020
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460x & Print ISSN: 0975-587X

Psychological Contract and Organizational Commitment Amongst Academic Staff in Nigerian Private Universities

By Usanga, Samuel Udoffia
Obong University

Abstract- The study investigated the relationship between psychological contract (PC) and organizational commitment (OC) in selected private universities in Nigeria. The study took four dimensions of psychological contract (transitional orientation, relational orientation, the perceived balance of obligations and stage of development of the contract with three measures of organizational commitment; affective, normative and continuance), whereby five private universities (Obong University, Arthur Javis University, Rhema University, Gregory university and Ritman University) were studied. The quasi-experimental design used for the study with a population of four hundred and seventy-seven (477); with a sample size of 218 was determined using the Taro Yamane's formula. A well-structured questionnaire was adopted as the tool for sampling in the field to obtain data using the simple random sampling method. In testing the hypothesis, the Spearman rank-order correlations coefficient (rho) was the statistical instrument used to test the relationship between dependent and independent variables.

Keywords: psychological contract (PC), organisational commitment (OC), private university, employees, and employers.

GJHSS-H Classification: *FOR Code: 170199*

PSYCHOLOGICALCONTRACTANDORGANIZATIONALCOMMITMENTAMONGSTACADEMICSTAFFINNIGERIANPRIVATEUNIVERSITIES

Strictly as per the compliance and regulations of:

Psychological Contract and Organizational Commitment Amongst Academic Staff in Nigerian Private Universities

Usanga, Samuel Udoffia

Abstract- The study investigated the relationship between psychological contract (PC) and organizational commitment (OC) in selected private universities in Nigeria. The study took four dimensions of psychological contract (transitional orientation, relational orientation, the perceived balance of obligations and stage of development of the contract with three measures of organizational commitment; affective, normative and continuance), whereby five private universities (Obong University, Arthur Javis University, Rhema University, Gregory university and Ritman University) were studied. The quasi-experimental design used for the study with a population of four hundred and seventy-seven (477); with a sample size of 218 was determined using the Taro Yamane's formula. A well-structured questionnaire was adopted as the tool for sampling in the field to obtain data using the simple random sampling method. In testing the hypothesis, the Spearman rank-order correlations coefficient (rho) was the statistical instrument used to test the relationship between dependent and independent variables. The tested suppositions showed a moderate to resilient significant positive relationship the dimensions and measures based on their rho values. The study concludes that the strong point of organizational commitment is bigoted by the degree to which the entity's wishes and anticipations round the organization that are harmonized by their involvement, through contract. Based on this, the study recommends that Owners of private universities in Nigeria should keep to their terms of the pact to achieve organizational commitment. The employee should also endeavour to meet the expectations of the employers, which tends towards a perceived balanced obligation for both parties in the contract and already revealed as having a strong relationship with organizational commitment.

Keywords: psychological contract (PC), organisational commitment (OC), private university, employees, and employers.

I. Introduction

a) Background to the Study

The psychological contract talks about a person's opinion of mutual obligations. As such, it does not depict proceeded affinity, which is in emphasis, instead of the responsive image an entity devises concerning his/her responsibilities adding up to the equivalents commitments in a precise connection (Rousseau 2001). These duties might whichever have been unambiguously detailed (on a paper contract or in deliberations), or have been engaged as responsibilities over other happenings.

In organizational psychology, the psychological agreement has been definite to be "an individual's belief in mutual obligations between that person and another party such as an employer" (Rousseau, 1990; Rousseau & Tijoriwala, 1998) plus thus over time remained used to elucidate the connection amid bosses with workforces (Conway & Briner, 2005).

According to Shore and Tetrik, (1994), the emotional agreement is labelled in copious means. One and most significantly is the essential sides that are the constituent of the contract, i.e., the precise assignment that the entity notices as applicable for the connection. Observing the makeup of psychological contract, the assurances an individual receives has been made in the affiliation by the involved parties. Nevertheless, the exact content is regularly distinctive, which depends on features like; yearnings of the entity, including the positions of the enterprise (Shore & Tetrik, 1994), and this certainly builds up a problem while building up a theory. As such to pass these hitches, considerable of the earlier study on the build-ups of emotional bonds has been fixated on evolving extents of the makeup.

The psychological agreement provides a structure for watching worker's behaviour with significances on those measurements that are revealed to stimulate performance. The psychological contract is now becoming an established facet of the rational plus lexicon of HR practitioners. A psychological treaty emerges at a point where a party considers guaranteeing of prospect return has been settled, a contribution has been made. Thus an obligation has been made to provide future benefits. This notion is not a secluded, disconnected one. It is opinionated by a complete array of dynamics – both specific plus organizational. The emotional contract itself likewise has its consequence on a range of attitudes with actions.

The psychological agreements, defined as joint responsibilities, outlooks, with assurances among boss and worker as renowned by the worker, have been studied mainly focusing on desired outcomes like job satisfaction or commitment or the penalties of breaking an agreement, mostly having to do with work behaviour by the workers in such circumstances. The antecedents

Author: *OND, FED. POLY ADO-EKITI, HND, FED. POLY. ILARO; PGD, MBA, UNICAL, MSc, UNIPORT, Ph.D in View, Obong University, Obong Ntak, Etim Ekpo Lga, Akwa Ibom State, Nigeria.*
e-mail: usanga.samuel@yahoo.com

or the reasons responsible for the formation of the mental contracts have received somewhat petite attention.

Lövblad, Hyder, and Lönnstedt (2009), described three scopes of the mental contract of which in organizational psychology has joined to establish pertinence for accepting emotional, organizational commitment. The leading, which is likewise the utmost frequently utilized measurement, is the transactional vs. relational alignment of the treaty (Conway & Briner, 2005). The transactional psychological agreement is usually reasonably unambiguous plus has a petite span, monetary range (O'Donohue, Sheehan, Hecker and Holland, 2007). A relational alignment in dissimilar view is frequently additional multifaceted, long term engrossed on plus co-dependent (ibid). The other measurement of the psychological bond is the seeming balance of obligations in the association. Shore and Barksdale (1998) establishes in their academic work of MBA scholars that there occurred a relationship amid the equilibrium of duties with open commitment.

Generally, organizational commitment is an entity's emotional affection for the business. Organizational commitment envisages labour indices like turnover, social conscience behaviour, with occupational performance. Several factors, like role stress, enablement, work insecurity, plus employability, with the circulation of headship, have been revealed to be connected to an employee's intelligence of organizational obligation. Commitment helps for job actualization. This extreme keenness is extra authoritative than our best plans, resolution, or state of affairs. Short of assurance, the impact is marginal; barricades that cannot be bleached; plus, urge, influence, including prospects could be missing (Maxwell, 1999). The organizational pledge is the bond employees experience through their firm. Staffs who are devoted to their company generally feel a connection with their organization, perceive that they align in plus, feel they apprehend the wishes of the enterprise. The supplementary worth of such employees is that they incline to be extra determined in their duties, show relatively high productivity plus are additionally positive in offering their support. Organizational scientists have likewise established countless nuanced explanations of the firm's commitment, plus abundant measures to quantify them. Prototypical of this effort is Meyer and Allen's model of obligation, which was planned to incorporate diverse definition of commitment that had stood proliferated in collected works.

Standing by works of Meyer and Allen's (1991), they posited the three-component explanation of obligation, which was made to debate that commitment has three different mechanisms that tally with dissimilar emotional states. Meyer with Allen created this model for two motives: first "aid in the interpretation of existing research" and second "to serve as a framework for future research." Their investigation was anchored mainly around previous studies of organizational commitment. Meyer and Allen's studies showed that three "mind- sets," which can illustrate a worker's obligation to the organization. Mercurio (2015) extended this model by reviewing the realistic and hypothetical researches on commitment. Mercurio posits that emotional commitment is the crucial core of organizational obligation.

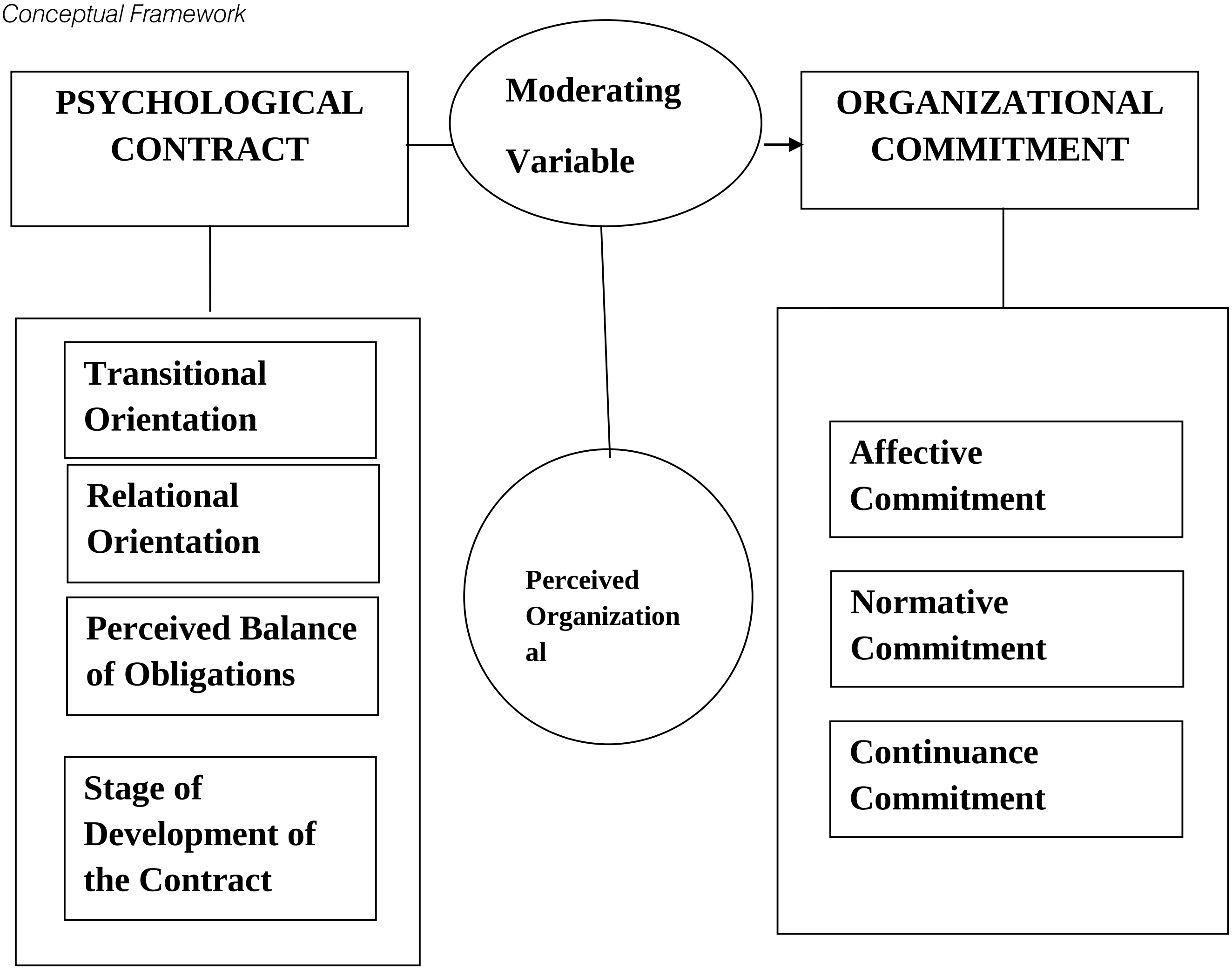
There are different magnitudes of organizational pledge since it is not a "yes or no" matter but more of a point of allegiance. Scientists have found three kinds of commitment in organizations: continuance (the worker needs to), normative (the wage-earner senses obligated), and affective. Affective commitment is the intensity of a person's aspiration to labour for an organization, for they regard it positively, and they agree with its mission and goals. This variety of committed workers actively endorses what the company is doing and stays employed there since they desire to. Affectively committed employees are more cost effective to the organization and create positive culture.

To this regard, this study intends to fill the gap by studying psychological contract looking at four dimensions as translational orientation, relational orientation, professed stability of obligation, stage of progress of the agreement plus organizational commitment looking at three measures as affective, normative plus continuance commitment. This study enumerated how perceived firm backing moderate amongst psychological contract with organizational commitment. To also fill the perceived gap, this study was carried out in non- government owned tertiary institutions (universities) in Nigeria.

b) *Statement of the Problem*

Using psychological agreements for the inquiry of organizational obligation relationships is somewhat entirely new. These concepts have been more prevalent in the investigation of promotion relationship of which at most two realistic studies have been conducted being that the thought has been useful to these settings. The inception study was available in 2005 by Pavlou and Gefen plus give out with psychological agreement defilements in virtual marketplaces. In this investigation, the writers discovered that the purchasers in online markets are hardly sentimental of the clear lawful terms concerning the trades. So, the immersion of contract break will not be directed by understandable contracts, but by the emotional agreement in the conscience of the buyer. The next study, which explored the impression of mental treaties on reliance with commitment, was piloted by Kingshott in 2006. In this research of associations amongst suppliers with wholesalers on the Australian motorized automobile marketplace, a straight consequence of psychological contracts on association obligation plus trust that was established. This study intends to make known to the acuity of phases of the advancement of the agreement as a new dimension and as well define the magnitude of contract bridge in private Universities settings plus how this concept generally affects the commitment of Academic staff of those universities in Nigeria.

Conceptual Framework



Source: Adapted from Balachandran and Thomas (2007); Fenwick, Seville, and Brunsdan (2009)

Fig. 1.1: Conceptual framework Model showing the association amongst Psychological contract, organizational commitment with perceived Company support in selected Private Universities in Nigeria.

c) *Objectives of the Study*

The drive of this study is to scrutinize the linking between the Psychological contract with organizational commitment in private universities in Nigeria.

The explicit intentions to drive the study are to:

i. Examine the link concerning transitional orientation organizational commitment.
ii. Examine the association concerning relational orientation with organizational commitment.
iii. Examine the connection between perceived balances of obligations with organizational commitment.
iv. Examine the correlation amid the stage of development of the contract plus organizational commitment.
v. Determine whether perceived organizational support does moderate the association amid psychological contract with organizational commitment.

d) *Research Questions*

The objectives to guide the study are;

i. What is the affiliation concerning transitional orientation and organizational commitment?
ii. What is the link between relational orientations with organizational commitment?
iii. What is the relationship amid the perceived balance of obligation and organizational commitment?
iv. What is the link between the phases of the improvement of the contract with organizational commitment?

v. Does organizational culture moderate the connection amongst psychological contract with organizational commitment in private universities in Nigeria?

e) Research Hypotheses

The following hypotheses stated in null form for this study are:

i. *HO1:* There is no substantial relationship between transactional orientation and affective commitment.

ii. *HO2*: There is no significant connection between transactional orientation and normative commitment.

iii. *HO3:* There is no significant relationship between transactional orientation with continuance commitment.

iv. *HO4:* There is no significant relationship between relational orientation and affective commitment.

v. *HO5:* There is no significant relationship between relational orientation and normative commitment.

vi. *HO6:* There is no significant relationship between relational orientation and continuance commitment.

vii. *HO7:* There is no substantial affiliation between the perceived balance of obligations with affective commitment.

viii. *HO8:* There is no significant association amid perceived balance of obligations and normative commitment.

ix. *HO9:* There is no noteworthy association between the perceived balance of obligations and continuance commitment.

x. *HO10:* There is no substantial relationship between phases of development of the contract with affective commitment.

xi. *HO11:* There is no essential bond amongst the stage of progress of the contract plus normative commitment.

xii. *HO12:* There is no momentous association between the stage of advancement of the contract and continuance commitment.

xiii. *HO13:* Perceived Organizational Support does not expressively moderate the relationship between Psychological Contract and Organizational Commitment.

f) Significance of the Study

The prominence of the investigation was both to the firms (practically) and scholarly (body of knowledge).

To the group of knowledge, outcomes of the investigation contribute and serve as guide and literature to the rising body of facts in this expanse of research in management science.

Practically to Private Universities, this study offered insight to management on the worth of emotional contract, its effects on the member of staff commitment when bridged including how this can help promote obligation in the company that ultimately increases productivity.

g) Scope of the Study

The range of the study is discussed under the following subheadings:

Content scope: The content scope covers models and theories of psychological contracts plus organizational commitment with an emphasis on dimensions of psychological114 agreement with measures of organizational commitment. The study also cut across the thought of professed company support as a moderating variable amongst the dependent plus independent variables.

Geographical Scope: The geographic space of the study was restricted to fully registered, operational private universities in Nigeria.

Unit of analysis: The component of the study is organizational (Private Universities) and the respondents were academic staff at all classes across the institute.

h) Operational Definition of Terms

Affective Commitment: Affective commitment is said to have taken place where the worker has an emotional tie with the firm.

Continuance Commitment: Continuance commitment signifies the state where an individual feel that they could lose more by leaving than they will gain. In effect, persistence commitment is a fear of loss if they quite.

Normative Commitment: This is where a person feels they should stay for a selected reason. Usually, this is as of a notion of obligation to the organization.

Organizational Commitment: Organizational commitment simply defines a person's psychological affection to an organization.

Perceived Balance of Obligations: This is a vibrant and open-ended service engagement Pre- conditioned on industry achievement of the owner organization Employee has opportunities to develop skill sets plus prospects for occupation improvement anchored on skills and performance.

Perceived Organizational Support: Perceived organizational support (POS) is the amount to which workforces have faith in their organization standards, their inputs, and cautions about their well-being and fulfils socio-emotional needs.

Psychological Contract: This simply discusses the unrecorded set of anticipations of the hire rapport as dissimilar from the formal, codified employment contract. Taken together, the psychological contract plus the employment contract define the employer-employee association.

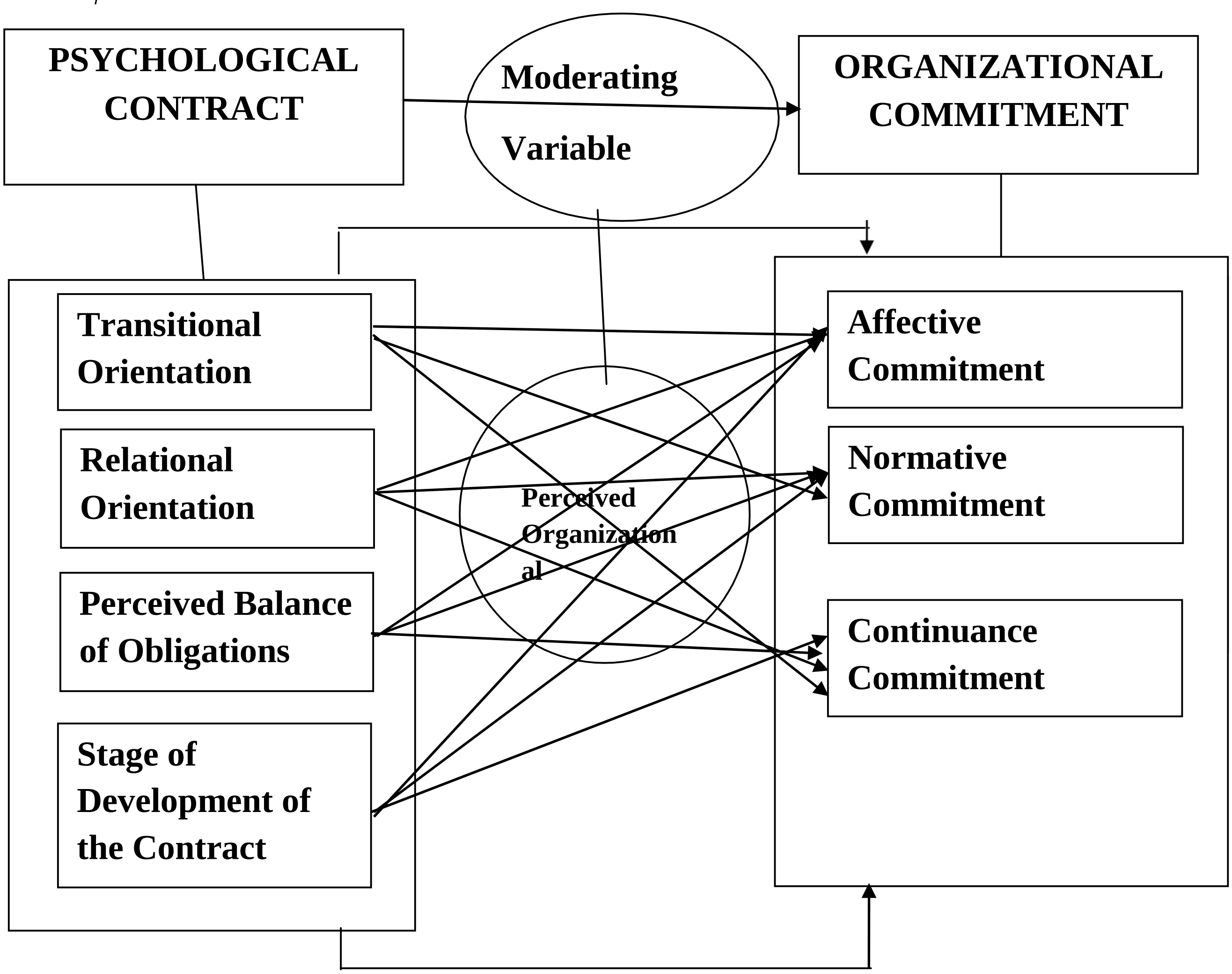
Relational Orientation: The relational contract results beginning from prolonged contract schedules established upon related trust plus loyalty. Progress in career and compensation comes basically from superiority; additional welfares and recompenses are solitary loosely interconnected to labour performance.

Stages of Development of the contract: This has to do with the processes tangled in the escalation of the indenture.

Transactional Orientation: The transactional contract defines a situation when hiring the agreement is of short duration or restricted length mainly engrossed on altercation of work in place of cash with a precise explanation of obligations and tasks and narrow participation in the organization.

II. Literature Review

a) Conceptual Framework



Source: Adapted from Balachandran and Thomas (2007); Fenwick, Seville, and Brunsdan (2009)

Fig. 2.1: Conceptual framework Model showing the association between Psychological contract, organizational commitment and professed Company support in selected Private Universities in Nigeria.

Concept of emotional contract (transitional, relational, professed steadiness of obligation and stages of progress of the contract) with the thought of organizational commitment (affective, normative plus continuance) with perceived organizational backing was exhaustively discussed in this subheading.

i. *Psychological Contract*

The psychological contract took its place right from the 1960s, but then the significance plus active requisite was known solitary in the late 1990's owing to financial slump. The emotional contract is fundamentally scaled from a worker viewpoint and yet Guest (1998) figured out that it is principally in the `finding of the beholder.' Perception of each party differs according to the individual's beliefs and values, and they are destined to assume a particular course of action as per their terms of understanding and interpretation. Therefore, employers have to know what employees expect from their work and vice-versa and this is where reciprocity and mutuality of either of the parties come into existence.

Despite the interest and wealth of works of literature about the psychological contract, there remains no one or accepted universal definition (Anderson and Schalk, 1998). The psychological contract has been defined based on unwritten reciprocal expectations, implicit contract, perceptions, and beliefs.

A set of unprinted mutual anticipations amongst an employee with the firm (Schein, 1978).` An inherent deal amid an individual with his firm, which postulates what each presumes to offer and collect from one another in their affiliation' (Kotter, 1973).

Emotional contracting is the course whereby views are attained at' (Herriot & Pemberton (1995).

Rousseau's expansion in the arena of the psychological contract shows a healthy role, the newest improvement completed in 1995, in her manuscript, describes the emotional pact as, "individual's beliefs, shaped by the organization, regarding terms of an exchange agreement between the individual and their organization." Philosophies at this phase are the abilities, duties, and prospects of the revelries to the agreement (Conway, 2005). The emotional contract makes available a milieu for observing worker behaviours and main concern on those measurements that were revealed to sway performance (CIPD, 2010). The methods of Argyris (1960), Levinson (1962) with Schein (1965; 1978) towards hypothesizing the psychological bond as a procedure of social exchange restored upon the necessity to appreciate the portion of biased and unstipulated connections amid two entities: owner plus employee. Anchored on this, the potentials of each side with the level of affinity and interchange desirable to be deliberated equally in direction to elucidate the foundations of the agreement, including discrepancy (Cullinane & Dundon, 2006).

Robinson and Rousseau (1994) tested the rate of agreement defilement plus the associations that occur amongst violations with office consequences. Perceptions of joint commitments sandwiched between employer plus worker were gauged through recruitment and after personnel were on the job for above one year. Robinson, with Rousseau, measured careerism, trust, gratification, plus plan to stay, in accumulation to contract defilement and fulfilment. Measures of contentment was evaluated through an unceasing measurement (e.g., one (1) signifies 'highly poorly fulfilled' and five (5) denotes 'very well satisfied), while violation was weighed utilizing both a dichotomous measure including qualitative responses (i.e., 'Please explain) to discourse on how workers experience violations. Upshots presented that violation is an ample frequent happening in organizations, where 54.8% of persons reported suffering abuse (Robinson & Rousseau, 1994). Outcomes likewise portrayed a negative link amid violations and trust, contentment plus intent to persist, with an affirmative connotation between violations and actual turnover (Robinson & Rousseau, 1994).

Psychological contracts are a person's dogmas concerning joint duties. Beliefs become pledged when the person contemplates that he or she be indebted to the employer some assistances (e.g., hard work, allegiance, sacrifices) in return for some stimuli (e.g. extraordinary pay, job safety) (Rousseau, 1990). Rousseau (1995) thus contends that the manner of the emotional contract is particular to view, which varies amongst personalities. Next, is the emotional contract that is vigorous, which explains the vagaries overtime all through the association amongst the owner and worker. Lastly, the agreement concerns shared responsibilities, grounded on particular assurances, in which both revelries participate in their connection with the anticipation of an affirmative result for them (Anderson & Schalk, 1998).

a. *Transactional Psychological Contract*

Transactional contracts are petite agreements that last solitary pending the settled era of settlement. In a transactional contract, an entity's distinctiveness is said to be resulting from their exceptional abilities and capabilities, those on which the interchange link itself is grounded.

For transactional oriented workers, the business is merely the dwelling where persons do their exertion plus devote miniature emotional connection or obligation to the organization. It is the point where they seek out instantaneous recompenses out of the engagement condition, like a pay with credentials (Millward & Hopkins, 1998). Miles and Snow (1980) quoted in their research that transactional agreements encompass explicit magnetisable contacts (e.g., pay for appearance) amongst participants over an exact period liken to the situation of a provisional engagement or employment by 'buy'-oriented firms (Rousseau, 1990). Usage of 'transactional psychological contracts' - somewhere personnel do not anticipate a long eternal 'relational' course using their firm grounded on allegiance and work security, reasonably distinguish their hire as a transaction in which long hours of work are offered in exchange for great reliant pay with training – looked to arrest the temperament of the day relating to labour market suppleness with the monetary reformation of the engagement association (Cullinane & Dundon, 2006). They commence assured features such as extremely economical income tariffs and the nonexistence of long-standing pledges (Rousseau, 1990). Arbitration of transactional bonds is probable to be clear and entail prescribed arrangements all involved. (Conway & Briner, 2005).

b. *Relational Psychological Contract*

Relational contracts are greater, further amorphous, unshielded, and intuitively agreed by the parties to the altercation. They are anxious with the interchange of peculiar, socio passionate, including significance grounded; with financial resources (Conway & Briner, 2005) plus, they occur more than the duration of time. Williamson (1979), in his investigation, stated that associations and relational matters such as duties show a progressively significant part in money matters with organizational behaviour (Rousseau, 1990).

Guest (2004) expresses the opinions that domicile of work have to turn out to be extra and more disjointed since first-hand with added flexible procedures of engagement. At the similar time, bosses have developed progressively bigoted of long and slow manners of compromise under conventional hire dealings systems. Inevitably, assurances and contracts which are completed in one day are speedily fragmented owing to a diversity of market necessities. With the deterioration in shared negotiating and the increase in so-called individualist morals between the labour force, easy-going schedules are becoming far more substantial in the workplace. As a result, the 'traditional' employment relations literature is debated to be out of rush with the varying context of the globe of work (Cullinane & Dundon, 2006). Relational contract institutes and conserves a connection involving both magnetisable with no magnetisable connections (e.g., hard work, devotion with safety) (Rousseau, 1990).

Agreeing to the investigation of Blau (1964), talk about in Millward & Hopkins, (1998) a transactional duty is connected with financial interchange, whereas interpersonal responsibilities are of communa183l exchange. In contrast, monetary exchange, societal exchange “comprises unstipulated responsibilities, the contentment of which hinge on trust for the cause that it cannot be obligatory in the nonexistence of a mandatory agreement. Rousseau (1990), Rousseau, and McLean Parks (1993), in their works, did contend that transactional plus relational contracts are observed as the exciting contrast of a particular variety underlying predetermined appointments. Additionally, the further relational the agreement turn out to be the less transactional and vice versa (Conway & Briner, 2005).

c. *Perceived Balance of Obligation*

A stable agreement encloses both transactional with relational measurements, which are vibrant and open-ended service appointments conditioned on the financial accomplishment of the firm with employee prospects to advance occupation gains. Both employee and firm add exceedingly to each other's learning plus expansion. Recompenses to workforces are grounded upon performance, including assistance to business's comparative benefits, principally in the aspect of varying hassles due to market stresses (Rousseau, 2000).

Composed agreements conglomerate obligations on the part of the boss to advance workers (inside the firm or somewhere else if necessary), even though expecting that employees might be stretchy and eager to bend if financial circumstances alter and such deals forestall renegotiation over time as financial situations and employee desires transformation. Balanced contracts involve communal risk amongst employees with business owners (Rousseau, 2004).

d. *Breach & Violation of contract*

The breach is a non-fulfilment of the undertaking; that is, once one or both units flop to uphold the tasks of the other. Responses to a shattered agreement can be unadorned and eventually cause an unfavourable place of work results. Breaches can bring birth violation, and emotional reaction. These regularly incorporate corrupt responsive conditions like an annoyance, dissatisfaction or disloyalty and can prime to degenerated job output, extraction and parting the firm (“The Emotional Agreement,” and., “Breach plus Violation," para. 1).

Morrison and Robinson (1997) in, their article, have stated that emotional agreement break is an individual involvement built not solitary (or principally) on the boss's activities or inactions but slightly on an entity's acuity of those activities or inactions inside a specific social situation. Accordingly, the involvement of emotional agreement breach ought to rest on social and psychological features explicit to the service association in which it transpires.

Discernments of breach ascend from a composite and occasionally flawed sense creating procedure when alleged break denotes the thought that one's organization has unsuccessful to toe the line to meet one or supplementary responsibilities in one's mental treaty in a manner proportionate with one's involvement (Robinson, 1996; Atkinson, 2006; Morrison & Robinson, 1997). Defilements of the psychological agreement are distinct as unmet duties or potentials and contrast from un-achieved potentials. There is an allegation in the overall inquiry of the altering emotional contract that bond violation is on the upsurge (Guest, 1998). Desecration of a psychological agreement subjects the association amid employee with an employer to a method of ordeal where the dynamics that directed to the occurrence of an association, like trust and upright faith, are weakened (Rousseau, 1995).

Rousseau (1995) in his book deliberated three procedures of defilements,

i. Unintended violation arises once both parties are keen and capable to reserve the bargain. Still,

Global Journal of Human-Social Science (H) Volume XX Issue VII Version I Year 2020

divergent explanations completed on virtuous reliance top one party to act in a contradictory style at odds with the thoughtful and benefits of the other.

ii. Disturbance to the agreement happens when situations make it hard for one or mutually parties to achieve their part of the bargain; despite the feature, they are willing to do so.

iii. Go back on, or breach of deal occurs once one party, then proficient of ringing out the agreement, declines to do so. Contract defilement215 is greater than the disappointment of the firm to encounter prospects; replies are further penetrating since reverence plus codes of engagement are titled into an inquiry as fundamentally a "promise" has been fragmented, and it is extra custom-made (Rousseau, 1989). Psychological agreement defilement agreeing to Dean *et al*., (1998) & Pate et al., (2000) as quoted by Pate, Martin & McGoldrick, (2003) may well prime persons to turn into more cynical.

Worker cynicism has been distinct as a harmful attitude and comprises a certainty that their organization does not possess integrity, undesirable emotions in the course of the company and a predisposition for personnel on the road to the grave behaviour of their business. The goals of such pessimism are commonly high-ranking officials, the industry in general plus corporate policies.

ii. *Affective Commitment*

The inception element of organizational commitment in the model is an affective commitment that signifies the entity's passionate inclination to the firm. Conferring to Meyer and Allen (1997), affective commitment is "the employee's emotional attachment to, identification with, and involvement in the organization." Organizational participants that are devoted to an organization on affective grounds carry on towards functioning for the company simply because they long for it (Meyer & Allen, 1991). Affiliates which are devoted to an emotional extent persist with the firm since they see their employment link as consistent to the aims and morals of the organization (Beck & Wilson, 2000).

Emotional commitment is an affiliated labour attitude with optimistic moods in the path of the company (Morrow, 1993). Sels, Jansenns, and Brande (2004) likewise uphold that this sort of attitude is "orientation towards the organization, which links or attaches the identity of the person to the organization." Affective commitment is the comparative force of an entity's identification with an engrossment in a precise organization (Monday et al. 1982).

The strong point of emotional, organizational commitment is the magnitude to which the entity's desires plus anticipate concerning the organizations which are harmonized by their concrete understanding (Storey, 1995). Tetrick (1995) likewise defines affective commitment as "value rationality-based organizational commitment, which refers to the degree of value congruence between an organizational member and an organization."

The organizational commitment model put up by Meyer and Allen (1997) specifies that emotional commitment that is prejudiced by reasons of like job task, role clearness, and goal clarity.

a. *Organizational Commitment*

Organizational commitment is the workers' state of existence devoted to supporting in the achievement of the established goals of the company, also encompasses the members' heights of identification, participation, plus faithfulness (Caught & Shadur, 2000). It is a passionate response that can be evaluated through the individual's behaviours, views, plus attitudes that can range wherever from precisely low to exact by high. Meyer and Allen (1991) did identify three sorts of organizational commitment: affective, continuance, including normative. Notwithstanding what businesses do, various employees show greater firm commitment than the rest. Scholars did identify that assured characteristics, attitudes, plus affiliations may well play vital roles in environments with extraordinary stages of organizational obligation.

Personal characteristics are significant features in the progress of an entity's level of commitment to the firm. Mathieu and Zajac (1990) have recognized more than a few personal characteristics:

Age: Older workers incline to be extra devoted than fresher ones. Few researchers have accentuated deleterious motives for this judgment: older workers have rarer occupational substitutes and would risk their profits if they quit an organization. Others have concentrated on conclusions that former workers possess superior occupation fulfilment plus have better jobs.

Gender: Men be likely to somewhat less dedicated to organizations than females.

Education: More highly-educated staffs tend to be less committed. The explanation is that individuals may perhaps have grander expectations of the company which cannot always be achieved, i.e., goal strain, approachability by the executive, peer sticking together, fairness, isolation, feedback, partaking, with steadfastness.

Affective commitment progress comprises ascertaining and internalization (Beck & Wilson, 2000). Entities' sentimental affection to their firm is primarily identification with the wish to institute a gratifying association with an organization. Next, through internalization, corresponding goals are discussed including morals of persons and the organization. Encompassing, affective organizational commitment is anchored on the magnitude to which a person recognizes with the organization (Allen & Meyer, 1990).

b. *Continuance Commitment*

The next element of the tri-dimensional ideal of firm commitment is persistence commitment. Meyer and Allen (1997) describe it as "awareness of the costs associated with leaving the organization." It is cumulative in existence owing to the person's view or assessing of rates and dangers linked with parting the existing organization (Meyer & Allen, 1997). Meyer and Allen (1991) extra formulate that "employees whose primary link to the organization is the continual commitment because they need to do so." Continuance commitment designates the variance amid continuance with affective commitment. The latter involves that entities persist in the business venture since they desire to. This commitment type can be seen as an influential connection to the organization, where the entity's correspondence with the firm is well-known on a valuation of monetary gains (Beck & Wilson, 2000). Organizational fellows advance the obligation to an organization for the constructive extrinsic recompenses attained over the effort-bargain short of categorizing the organization's goals with values. The ability of persistence commitment, which indicates the necessity to stay, is strong- minded by the alleged price of parting the company (Cassar & Briner, 2011). Best (1994) shows that "continuance organizational commitment will, therefore, be the strongest when the availability of alternatives is few, and the number of investments is high." This dispute backs the opinion that at point offered better substitutions; workers may vacate the organization.

The requisite to remain is "profit" concomitant with unrelenting involvement, and cessation of duty is a "cost" associated with leaving. Tetrick (1995) agrees with the income conception by unfolding the perception continuance organizational obligation as "an exchange framework, whereby performance and loyalty are given in return for material benefits and rewards." Thus, to preserve workforces that are continuance devoted, the organization desires to provide additional thoughtfulness with acknowledgment to those features that increase the worker's drive to be effectively committed to their work.

c. *Normative Commitment*

The final element of the organizational commitment model is normative commitment. Meyer and Allen (1997) explain normative obligation as "a feeling of obligation to continue employment." Internalized normative philosophies of responsibility plus obligation brand persons obliged to endure participation in the organization (Allen & Meyer, 1990). According to Meyer and Allen (1991), "employees with normative commitment feel that they ought to remain with the organization." In standings of the normative measurement, the workers remain since they have to 266 do so since it is the correct thing to do.

Whitener (2001) designate normative obligation as "the work behaviour of individuals, guided by a sense of duty, obligation and loyalty towards the organization." Organizational participants are dedicated to their organization established on ethical reasons (Iverson & Buttigieg, 1999). The steadfast worker sees the morality to remain with a company, nonetheless of how much position augmentation or gratification the organization provides to the individual across time duration.

The strong point of normative organizational promise is established instructions about shared duty among the organization with its associates (Suliman & Iles, 2000). The returned responsibility is built on the social exchange theory, which advocates that an individual having benefit is subjected to a higher normative duty or law to reimburse the help in few manners (McDonald & Makin, 2000). Normative commitment advocates that people frequently feel accountable to repay the firm for spending time in them.

iii. *Stages of organizational commitment*

Organizational commitment progresses through stages, which are bordered by O'Reilly and Chatman (1989) as defiance, identification, plus internalization. These periods are classified as:

a. *Compliance stage*

The primary stage, known as compliance, consolidates about the member accommodating the inspiration of others basically to help them, over recompense or advancement (O'Reilly, 1989). This point, attitudes plus behaviours are embraced not as of mutual views rather merely to gain precise rewards. The state of organizational commitment in the agreement phase that is related to the extension dimension commitment, where the worker is calculative with the necessity to persist in the organization when appraising the recompenses (Beck & Wilson, 2000). Compliance stage indicates that at this point, personnel stays in the organization as of what they collect (Meyer & Allen, 1997).

b. *Identification stage*

The next stage is the identification that occurs once the workforces receive the stimulus to conserve a sustaining self-defining affiliation with the firm (O'Reilly, 1989). Workforces' sense delighted to be a fragment of the organization; they conceivably will guide the appeals they own in the organization as a ration of their self-identity (Best, 1994). The company's obligation is built on the normative measurement (Meyer & Allen, 1997). The distinct stays as he or she ought to and is directed by an intelligence of obligation and allegiance in the path of the organization.

c. *Internalization stage*

The final stage, known as internalization proceeds when the worker discovers the tenets of the firm to be inherently pleasing and consistent with his or her particular values (O'Reilly, 1989). Organizational obligation is founded on the emotional dimension (Meyer & Allen, 1997). The worker at this point progresses not solitary the intellect of fit in, but desire to fit into the organization therefore, the obligation is founded on a "dearth to stay" basis. The tenets of the discrete are consequently corresponding with persons of the cluster with the organization (Suliman & Iles, 2000).

iv. *Perceived Organizational Support*

Investigation on professed organizational backing started with the remark that if bosses are anxious with their workers‟ pledge to the organization, personnel would likewise have engrossed on the organization's obligation to them. Supposed organizational backing is a one- dimensional measure of the all-purpose belief held by an employee that the association is devoted to him or her, values his or her continued membership, and is commonly worried around the operative's well-being in the firm Celik and Findik (2012). Perceived Organizational Support (POS) may likewise connote employees‟ perception concerning the amount to which the businesses cherish their impact and also cares about their general well-being. POS has remained to establish to have imperative repercussions on worker performance plus well-being, Krishnan and Sheela (2012). Organizational support theory maintains that employees infer the magnitude to which organizations care concerning their welfare from meaningful company with social, industry values, norms, beliefs, practices, and structures that are operational at the workplace Gyekye & Salminen (2002).

With reverence to the upsurge of POS, investigation partakes revealed that numerous sorts of pasts are interrelated to POS, comprising (1) discernments of the business, like fairness with legislation Cropanzano, Howes, Grandey & Toth (1997); Moorman, Blakely & Niehoff (2001), (2) occupation circumstances Eisenberger, Armeli, Rexwinkel, Lynch & Rhoades (2001), (3) overseer backing Jabeen, Beherym and Elanain (2015); (4) personality (Eslami & Gharakhani, 2012), and (5) human resource (HR) practices Wayne, Shore and Liden (1997). The research piloted by Wayne, Shore, and Liden (1997) concentrates on HR applies that designate the association standards and cares around personnel. Precisely, HR practices that propose speculation in staffs and display gratitude of worker donations (for instance, appreciating worker contribution, Eisenberger *et al*., (2001) show that the association is helpful of the member of staff and is in search of to launch or carry on a social exchange connection with employees. Insights that one's organization bids these practices should thus be positively associated with POS Shore & Barksdale (1998). Fascinatingly, managerial HR have expected augmented thoughtfulness of late for their consequences on organizational turnover degrees Huselid (1995). Conversely, petite elucidation has been given for by what means these practices impact discrete turnover resolutions. To the level that HR practices directly influence POS, POS might help explain such relationships. Thus, there is a proposal and testing a model directed at explanation of relationships among Human Resource practices, Perceived Support, plus revenue, including the part of POS in the income procedure Allen *et al*., (2002). The notion of supposed organizational support (POS) originates from theory backing it Eisenberger *et al*. (1986) plus it defines the appraisal that a worker makes regarding the level to which their employer appreciates their input and upkeeps about their welfare Rhoades and Eisenberger. (2002).

b) Theoretical Framework

The following theories underpin this study.

i. *Psychological Contract Theory*

Agreeing to psychological contract theory (PCT), the emotional contract is a person's reasoning arrangements that replicate how individuals contemplate concerning their exchange associations. More precisely, a psychological contract is an entity's structures of opinions concerning the responsibilities that occur among themselves and interchange associates. Such duties inspire recent ruling plus behaviour over expectation of the altercations yet to come. Psychological contracts are central to administration scholars with specialists since they stimulus how folks contemplate, feel, plus perform in administrations, thus given that the root for trend and partnership amongst employees, executives, managers, and occupational owners. This admission initiates with a narrative of the ultimate doctrines of PCT. It is straggled by a dialogue of the ancient roots and future noteworthy assistances which transcends to present- day understanding.

Usually, a psychological contract signifies whichever exchange association in which more than one party's trade items of value. Numerous theoretical realms impact PCT, plus intellectual, communal, and organizational psychology, law, with economics. In research, PCT is one of the broad theories like social exchange with social facts handling and further separate theorizing concerning hypotheses such as professed organizational support (company owner input) plus organizational commitment (workers' contribution).

ii. *Content and Dynamics of Psychological Contract Theory*

Employees incline to take part in organizations with fixed concepts about their duties (e.g., faithfulness, function in the utmost interest of the company) plus their manager's commitments in return (e.g., talent progress opportunities, competitive earnings). Supposed boss promises from recruiters plus others influence the primary arrangement of the emotional contract. Though, neither employee nor employer can figure out all the facts of what could be an unspecified hire plan. As a product, emotional contracts lean towards adjustment over time as a task of salient truths. Enlisting practices ensures fewer impacts on workers' psychological contracts than do their post-dentary familiarities. Due to this, wage earner emotional contract beliefs might be swayed by different bases over the sequence of hire, including recruiters, administrators, official strategy, human supply practices, plus colleague skills inside the organization. Whatsoever the basis, vital to PCT, is that psychological contract principles mirror perceived give-and-take duties between the employee with the organization. In turn, these alleged responsibilities distress the parties' emotional state, attitudes, with behaviours on the way to each other. Varieties of psychological contract duties can divulge significantly transversely workers, firms, plus even philosophies. They can be narrow to solely financial standings as in a transactional psychological contract or be as multifaceted and extensive as individual support and speculation as in an interpersonal mental agreement (e.g., distinctive of high-involvement effort by investigation and growth scientists).

Ordinarily, emotional contracts comprise the basics of each. Irrespective of gratified kind, preferably, the emotional contract ought to be professed as abundant in empathy (the parties grasp shared principles concerning bond duties), mutuality (the parties report equal responsibilities), and arrangement (the emotional agreement reproduces composed mutuality amongst worker and employer duties). These features are linked with encouraging assessments of emotional agreement in contentment and optimistic worker answers. They can be refined or overexposed communication and faith among the events and by confirming that contract- relevant indications are reliable. Fashioning and supporting such psychological contracts residues a lasting organizational encounter.

iii. *The Side-Bet Approach (Becker, 1960)*

Conferring to Becker's theory, the connection amongst a worker plus the association is predicated on behaviours constrained by a "contract" of commercial advances. Workers are devoted to the firms as they have some concealed investments or side-bets. These side-bets are appreciated by the specific for the increase of convinced charges that solidify disconnection tough. Becker's philosophy categorizes a firm's commitment as a chief forecaster of charitable turnover. Though the side-bet principle was unrestrained as a top advocate of organizational commitment notion, nevertheless, the effect of this method is evident in Meyer and Allen's Scale (1991), improved recognized as persistence commitment.

iv. *The Porter's Affective Dependence Theory*

During Middle Affective Dependence time, the emphasis moved from concrete side- bets to emotional linking established on the way to the business. This school of belief endeavoured to designate pledge as an amalgamation of attitude and curiosity in monetary achievements from correlating with the company. Worker preservation was ascribed not merely to financial gains, but extra so to emotional impact. Porter and his fans hence describe obligation as "the relative strength of an individual's identification with and involvement in a particular organization" (Mowday, Steers and Porter 1979).

Organizational Commitment, thus, encompasses three constituents, viz., Robust Reception, Involvement with Loyalty. It was anticipated that a pledge was occasionally a better substitute hypothesis to foresee turnover targets as contrasting to job pleasure. It is categorized by credence and durable receipt of the establishment's standards, rules plus goals, the disposition to utilize considerable effort for the sound being and success of the organization, and a strong ambition to oblige the business with dependability and commitment (Mowday et al., 1979).

v. *Meyer and Allen's multi-dimension theory*

This method is the progression from the solitary-dimension age of organizational obligation. The key advocates of the multi-dimension approach are Meyer and Allen (1984) including O"Reilley and Chatman (1986). Multi-dimension theory has stayed as the leading method of organizational commitment for greater than 20 years. The misconceptions and shortcomings ensuing from the inappropriate implementation of Becker's Side-bet theory fashioned the foundation for Meyer and Allen's (1984) study in this area. It was argued that the gauges established by Becker's supporters (Alutto, Hrebiniak, and Alonso., 1973; Ritzer and Trice, 1969) dignified attitudinal obligation slightly than side-bets. They opposed that the preeminent approach to scale side-bets was to employment pointers that can examine the views concerning the amount and degree of side-bets an individual has made. After equating the interrelationship concerning the shared measures gauging organizational commitment, two procedures were established, one determining Affective commitment while the other Continuance commitment.

Affective commitment measure established a substantial development over the OCQ and was capable of evaluate commitment, which was illustrated by optimistic feelings of recognizing with the labour organization. It was premeditated to appraise the grade to which a member grants the wish to continue as a part of an organization going by emotional attachment to, including participation with that organization. Meyer and Allen likewise disputed that the Persistence commitment measure thus put forth would be competent to augment the exemplification of Becker's side-bet approach. This measure was deliberated considering the amount to which the worker yearnings persist as an associate of the association since the consciousness about the costs allied with parting it. Afterward, during 1990, Meyer & Allen suggested the third dimension of, known as, Normative Commitment. This commitment stanches from the wish to persist a member of the cluster due to a sensation of duty, which comprises a sense of obligation owed to a higher person, co-worker, or the firm in general. The gauges suggested by Meyer & Allen have been verified on several occasions so that they can do with them as tools for evaluating organizational commitment.

vi. *O"Reilley and Chatman Theory*

Because the past methodologies to OC were futile to differentiate amid the two procedures of commitment, i.e., originator and penalties of obligation on each part plus the origin reason of connection to business on the other. O"Reilley and Chatman (1986) trailed investigation to this extent, which would ease these glitches. They acknowledged commitment as a psychological attachment a person senses on the way to the organization revealed by the level to which an individual is competent to agree and acclimatize to the characteristics and perspectives of the organization. An employee's emotional affinity can be foretold by their alignment to the firms working standards in place of extrinsic benefits, immersion centred on a wish for attachment, and internalization conditional on the equivalence among the entity with organizational standards. O"Reilley and Chatman were efficaciously capable to discriminating between the two stages- a narrow extent of commitment stemming from the passivity standpoint ascending out of an interchange development with a supplementary deep embedded one ascending out of psychological suggestions. Two scopes of psychological affection – identification plus internalization, were also acknowledged.

O"Reilley & Chatman"s theory stood likewise lacking its disparagers and critiques. Vandenberg, Self, and Sep (1994) vied that the gauge for the „identification" measurement apprehended the matching facts as an OCQ. Supplementary, others (Bennett & Durkin, 2000) keen on the view that the proportions of „identification" and „internalization" are capable of tapping facets that are related to an environment with the submission measurement that did not rightly replicate and responsive to connotation with the organization. For these causes and hitches confronted in executing this theory, investigators have chosen to trail the Meyer & Allen's (1991) method to supplementary studies in the realm of organizational commitment.

c) *Empirical Review*

In an endeavour to amalgamate the organizational commitment investigation Allen with Meyer (1990) and Meyer and Allen (1991) analysed 390 a wide-ranging sum of commitment literature. In both analyzed they describe administrative commitment as an emotional state which typifies the relationship that the worker possesses with the organization, a relationship that impacts the output of the member to stand firm in or depart the organization. Likewise, articles they hypothesize three discernible constituents of obligation. Principal component, *affective* commitment takes three subcomponents:

1) The passionate connection to the organization,
2) The identification with the organization, and
3) The involvement in the organization. Employees that have strong affective commitment tries to remain employed in the organization.

The next component was *persistence* commitment that talks about perceived costs when the operative would vacate the company. Workers with this sort of commitment stay employed in the organization since their requirements. The final component, *normative* commitment fixated on a supposed responsibility to remain with the firm. Employees who possess solid normative commitment, continue in the organization owing to their belief. Hackett, Bycio, and Hausdorf (1994), and Allen and Meyer (1996) contended that there was sufficient substantiation about the hypothesis rationality of the three mechanisms of firms' commitment. In 2002 a meta-analysis of empirical studies from Meyer, Stanley, Herscovitch, and Topolnytsky publicized that the constituents of commitment are allied yet divergent from each another.

However, hopes in the PC collected works have commonly been implicit in places of equal interchange-that is, the member of staff forestalls getting esteemed possessions (e.g., promotion, career opportunities) from the organization for the operative offers resources esteemed by the organization; Levinson, Price, Munden, Mandl, & Solley, 1962; Schein, 1965; Sutton & Griffin, 2004). Empirical backing for worker anticipations as inducing worker responses to the employment bond stems from early research (Kotter, 1973; Levinson et al., 1962). Kotter's (1973) research of new hires scrutinized the part of prospects in the creation of the PC of new hires. The fallouts signposted significant correlations amid prospects with job gratification, yield extent, including turnover. Supplementary, qualitative schoolwork of more than 800 personnel establish that workers' work-related hopes and the opinions that these prospects will be satisfied in the imminent by the organization afford worker motivation for persistent employment association (Levinson et al., 1962).

Morrison & Robinson (2004) studied emotional contract plus employee obligation, Study 1 outcomes disclose that workers whose prospects are actually addressed by the organization possess greater attachment to and bestowed in the organization. Consequently, Study 2 findings revealed promises to be sturdier forecasters of operative turnover than anticipations. Take together; these outputs advocate that workforces take a fine-grained method to sense-making concerning the employment affiliation. The broad implication of the outcomes to the discussion as regards capacities versus prospects as the heart of PCT is that the subject is not whether the academics focus on only promises or expectations.

Reasonably, our investigation highlights the necessity to concentrate on the worker views, which entails the extent of mutual connections established on the organization's promises with workers' expectations.

Since the seventies, OC has become a widespread topic of examination (Brown, 1996). Mowday, Porter, and Steers (1979) advocated that the methods linked to OC have essential consequences for employees, organizations, plus the general public as a whole. The implication of this construct has increased together with the recognition of its effect on worker attitudes and behaviours.

Mathieu and Zajac (1990), in their meta-analysis, pointed out the utmost common organizational Commitment links: as an antecedent (personal characteristics, role states, job features, administrative features plus team/leader relations); as correlated (inspiration, job participation, job fulfilment, stress with work-related commitment); as a result (job performance, purpose to vacate, lateness, and turnover).

More recent studies highlight the optimistic association amid OC and Organizational Citizenship Behaviour (Meyer, Stanley, Herscovitch & Topolnytsky, 2002), willingness to share knowledge and engagement in extra-role behaviour (Storey & Quintas, 2001; McKenzie, Truch & Winkelen, 2001).

Agreeing to Mathieu and Zajac (1990), there was a proliferation of foci, types, explanations, plus processes. Among different OC definitions, these authors identified the hint of a bond or association amongst the specific with the organization. O'Reilly and Chatman (1986) distinct OC as a mental link sensed by the individual to his organization, which replicates the level in which organizational values and objectives are practiced.

Quijano *et al.* (2000) defend the presence of only one behavioural manner of obligation with four progressive levels of bonding with the firm: need, exchange, affective and value-based commitment. They integrated these levels into two general categories or kinds of guarantee: instrumental (or calculative) plus peculiar. The tangential obligation is associated with individual dependence on organizational rewards. This type has two kinds of bonds: exchange commitment, an association founded on extrinsic rewards, and need commitment, the necessity to keep the job. Personal commitment includes, to some degree, the individual internalization of the company's values with objectives.

III. Research Methodology

a) *Research Design*

Every research necessitates a working template typified as a study design. Research designs hence a detailed framework of exactly how a study thus occurs. The intention of this is to afford a direction of accomplishment to obtain accurate, objective, unswerving, including useful information.

There exist two categories of research design the experimental and quasi-experimental types. The quasi-experimental research design constitutes ancient with descriptive research like case study with survey research, etc. This research adopted the Quasi-Experiment research design often denoted as a survey in which circumstance the cross-sectional survey was engaged due to the situation that the investigator has no control over variables.

b) *Population of the study*

To obtain the population, the target population, which is employed in management research, was adopted. The objective population of this investigation comprises of private universities in Nigeria. According to the Nigeria University Commission, there are seventy-five (75) registered operational private tertiary institutions in Nigeria (campusbiz.com.ng).

The accessible population comprises of Five (5) selected private universities across South-South and South-East Geo-political region in Nigeria. These universities were adopted for convenience and ease of accessibility.

Table 3.1: Table showing the list of selected registered functional private universities used for the study.

S/N	Names of selected Private Universities used for the Study	The population of Academic Staff
1	Obong University, Obong Ntak	105
2	Arthur Javis University, Akpabuyo, Calabar.	92
3	Rhema University, Obeama437-Asa- Rivers State	87
4	Gregory University, Uturu, Abia State.	91
5	Ritman University, Ikot Ekpene, Akwa Ibom State.	102
	Total	477

Source: Field Survey 2018

c) Sampling Technique/ Sample size determination

The simple random sampling method was embraced for this work since the procedure is devoid of bias. To obtain the sample size, Taro Yamane (1967) formula was used, at 95% confidence level, 0.05 degree of variability, with 9% level of precision.

The Taro Yamane formula is given as: N

$$n = \frac{N}{1 + N(e)^2}$$

Where

n= Sample size N= Population

e= error limit with exponential value 2 l= constant

Applying this formula to the population, we have; N= 477

$$n = \frac{477}{1 + (477)(0.05)^2}$$

$$n = \frac{477}{1 + 477(0.0025)}$$

$$n = \frac{477}{1 + 1.193}$$

$$n = \frac{477}{2.193}$$

$$= 218 \text{ Respondents.}$$

Therefore, the sample size made do with for this research, is two hundred and eighteen (218). Furthermore, Bowley's (1964) formula for the determination of sample size was adopted to define the sample size for each University.

The equation is shown below as:

$$nh = \frac{n(Nh)}{N}$$

Where nh = the number of units allocated each company,

n = total sample size

Nh = entire sum of workers in each company

N = the population size

Table 3.2: A sample size of individual Private Universities

S/N	Names of selected Private Universities used for the study	The population of Academic Staff	Individual Sample Size (n)
1	Obong University, Obong Ntak	105	47
2	Arthur Javis University, Akpabuyo, Calabar.	95	43
3	Rhema University, Obeama-Asa-Rivers State.	87	40
4	Gregory University, Uturu, Abia State.	91	42
5	Richman University, Ikot Ekpene, Akwa Ibom State.	102	46
	Total	477	218

Source: Field Survey Data, 2018.

d) Nature/Sources of Data

We use both primary and secondary data in investigation. Primary data was sourced using a questionnaire during the survey.

Secondary data was sourced from books, past works, journals, magazines, newspaper including the internet.

e) Data collection techniques

Data for analysis will be obtained first hand in the field using a well-structured questionnaire. The respondents will be assured of the privacy of the information in other to make them feel free to respond without bias.

f) Validity and Reliability of Instrument

i. *Test of Validity*

The validity was obtained by carrying out a pilot study and also making an available copy of the questionnaire for the supervisor's scrutiny and inputs. The researcher distributed the questionnaires to the respondents to view the questions and make inputs for questions that need to be corrected for accuracy.

ii. *Test of Reliability*

According to Baridam (2000), a reliability test simply denotes the consistency or precision to which a measuring instrument attains with regards to the intended measure.

The reliability of the work was checked by carrying out a Cronbach's alpha test. For this study, only items with Cronbach's alpha values of 0.7 above were considered reliable and put to use. The outcome of the Cronbach's alpha test is stated in the format offered in the tables below:

Table 3.3: The internal consistency (Cronbach's Alpha) for Psychological Contract

S/N	Variables	No. of Items	Cronbach (a)
1.	Transitional Orientation	4	.877
2.	Relational Orientation	4	.878
3.	Perceived Balance of Obligations	4	.873
4.	Stages of development of the contract	4	.894
Total	Psychological Contract	16	.898

Sources: Survey Data 2018

Table 3.4: The internal consistency (Cronbach Alpha) for Organizational Commitment

No.	Variables	No. of Items	Cronbach
1.	Affective Commitment	4	.977
2.	Normative Commitment	4	.979
3.	Continuance Commitment	4	.937
Total	Organizational Commitment	*12*	*.982*

Sources: Survey Data, 2018

Table 3.5: The Internal Consistency (Cronbach Alpha) for Perceived organizational support

S/N	Variable	No. of Item	Cronbach (9)
1.	Perceived Organizational Support	4	.876
Total		4	.876

Operational measures of the Variables

The current research was on three variables, i.e., the dependent, independent, and moderating variables. The dependent variable is the Psychological contract, while the independent variable, which is herein considered as the organizational commitment, for testing with a moderating variable perceived as organizational or company support.

Psychological Contract (PC): Four item statements each will raised for the dimensions as operationalized by Balachandran and Thomas (2007). The questions were valued by adopting a five-point Likert scale.

Measures of Organisational Commitment (OC): Three item statements each were raised for the measurement as operationalized by Fenwick, Seville, and Brunsdon (2009).

Perceived Organizational Support (POS): This aided as the moderating variable which was tested by Multivariate Analysis.

g) Data Analysis technique

The data was analysed utilizing Spearman's Rank Order Correlation Coefficient at 0.05 level of significance. The Spearman rank-order is most appropriate for this research since the study aim at determining the relationship amongst variables. The outcome of the analysis is stated in proportions, frequency, and cumulative frequency tables.

The formula for the spearman rank coefficient (Rho) techniques is stated below:

$$Rho = 1 \frac{-6\Sigma d^2}{n(n^2-1)}$$

Where n is the sum of respondents and

Σd^2 = summation of the square of the difference between the means of the two variables.

N= number of subjects ranked.

Also, expressive statistics like mean, percentages, cumulative percentage and plots are used in the presentation.

IV. Results and Discussion

a) Data Presentation

Eight questionnaires were incorrectly filled as a result of double ticking by respondents, which were wasted giving us a balance of Two hundred and ten (210) properly filled questionnaires as per Table 4.1.

Table 4.1: Table showing the total number of instrument shared, valid questionnaires and Invalid questionnaires for the study

Questionnaire	Frequency	Percentage (%)
Administered Numbers of Questionnaire	218	100
Useable Copies of Questionnaire Retrieved	210	93.3
Invalid Numbers of Questionnaire not recovered	8	6.7

Source: Field Survey Data, 2019

b) Demographic Distribution of Sample to Respondent

The result of the demographic attributes is stated in tables of frequency, percentage, and cumulative frequencies. Also, the charts we plotted to display this information, which results are presented below;

Table 4.2 a: Descriptive Statistic table showing Universities Studied

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
UNIVERSITY NAME	210	1.00	5.00	2.9571	1.46182
Valid N (listwise)	210				

Table 4.2 b: Frequencies table showing Universities Studies

University Name

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	OBONG UNIVERSITY	47	22.4	22.4	22.4
	ARTHUR JAVIS UNIVERSITY	43	20.5	20.5	42.9
	RHEMA UNIVERSITY	36	17.1	17.1	60.0
	GREGORY UNIVERSITY	40	19.0	19.0	79.0
	RITMAN UNIVERSITY	44	21.0	21.0	100.0
	Total	210	100.0	100.0	

Table 4.3 a: Descriptive Statistic table showing Position of respondents in the Universities

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
POSITION HELD	210	1.00	7.00	3.2524	1.84524
Valid N (listwise)	210				

Table 4.3 b: Frequencies table showing the Position of respondents in the Universities

Position Held

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PROFESSOR	59	28.1	28.1	28.1
	READER	17	8.1	8.1	36.2
	SENIOR LECTURER	41	19.5	19.5	55.7
	LECTURER 1	32	15.2	15.2	71.0
	LECTURER 2	40	19.0	19.0	90.0
	ASSISTANT LECTURER	8	3.8	3.8	93.8
	GRADUATE ASSISTANT	13	6.2	6.2	100.0
	Total	210	100.0	100.0	

Table 4.4 a: Descriptive Statistic table showing Gender

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
GENDER	210	1.00	2.00	1.2000	.40096
Valid N (listwise)	210				

Table 4.4 b: Frequencies table showing Gender

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	168	80.0	80.0	80.0
	FEMALE	42	20.0	20.0	100.0
	Total	210	100.0	100.0	

Table 4.5 a: Descriptive Statistic table showing Age Range

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
AGE RANGE	210	1.00	3.00	2.1333	.48056
Valid N (listwise)	210				

Table 4.5 b: Frequencies table showing Age Range

Age Range

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25 YRS	12	5.7	5.7	5.7
	26-40 YRS	158	75.2	75.2	81.0
	41-60 YRS	40	19.0	19.0	100.0
	Total	210	100.0	100.0	

Table 4.6 a: Descriptive Statistic table showing Marital Status

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
MARITAL STATUS	210	1.00	3.00	1.9524	.23481
Valid N (listwise)	210				

Table 4.6 b: Frequencies table showing Marital Status

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SINGLE	11	5.2	5.2	5.2
	MARRIED	198	94.3	94.3	99.5
	WIDOWED	1	.5	.5	100.0
	Total	210	100.0	100.0	

Table 4.7a: Descriptive Statistic table showing Educational Level

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
EDUCATIONAL LEVEL	210	1.00	3.00	2.8381	.51063
Valid N (listwise)	210				

Table 4.7 b: Frequencies table showing Educational Level

Educational Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	B.SC	13	6.2	6.2	6.2
	M.SC	8	3.8	3.8	10.0
	PhD	189	90.0	90.0	100.0
	Total	210	100.0	100.0	

Table 4.8 a: Descriptive Statistic table showing the number of years in service

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
YEARS IN SERVICE	210	1.00	4.00	3.1048	.84064
Valid N (listwise)	210				

Table 4.8 b: Frequencies table showing the number of years in service

Years In Service

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5 YRS	10	4.8	4.8	4.8
	6-10 YRS	34	16.2	16.2	21.0
	11-15 YRS	90	42.9	42.9	63.8
	16 YRS ABOVE	76	36.2	36.2	100.0
	Total	210	100.0	100.0	

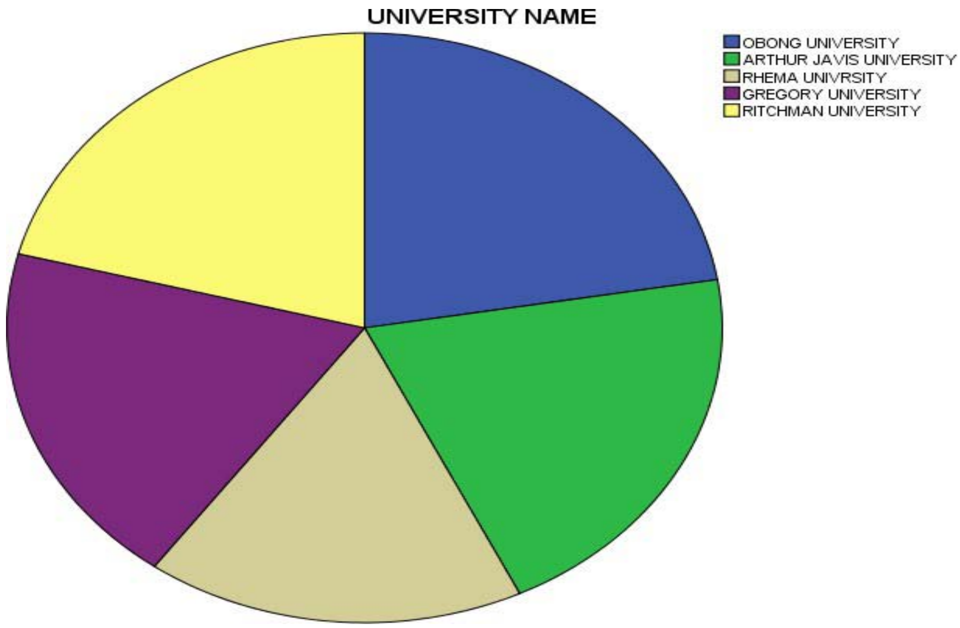


Figure 4.1: Pie Chart plot showing numbers and distribution of University studied

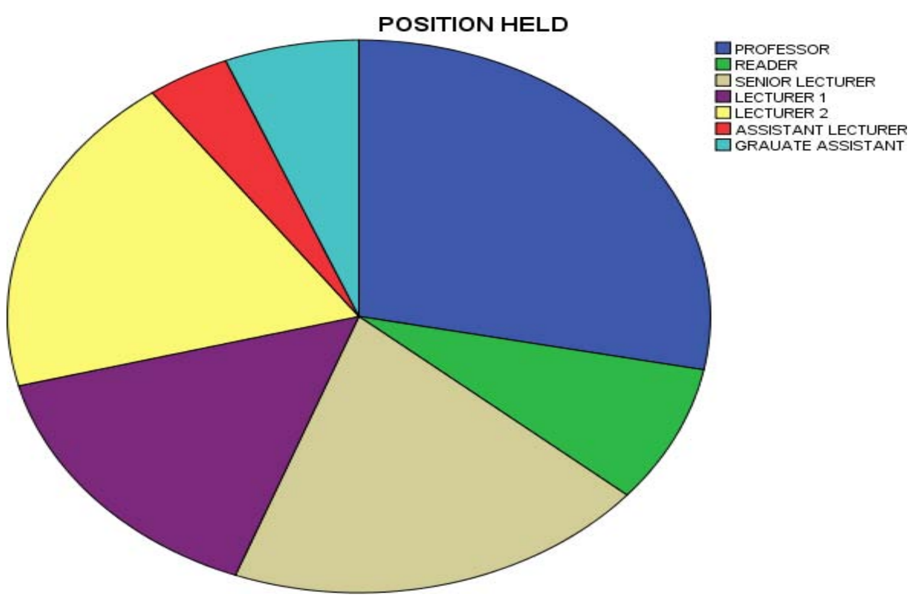


Figure 4.2: Pie Chart plot showing positions of Academic Staff in the various Universities studied

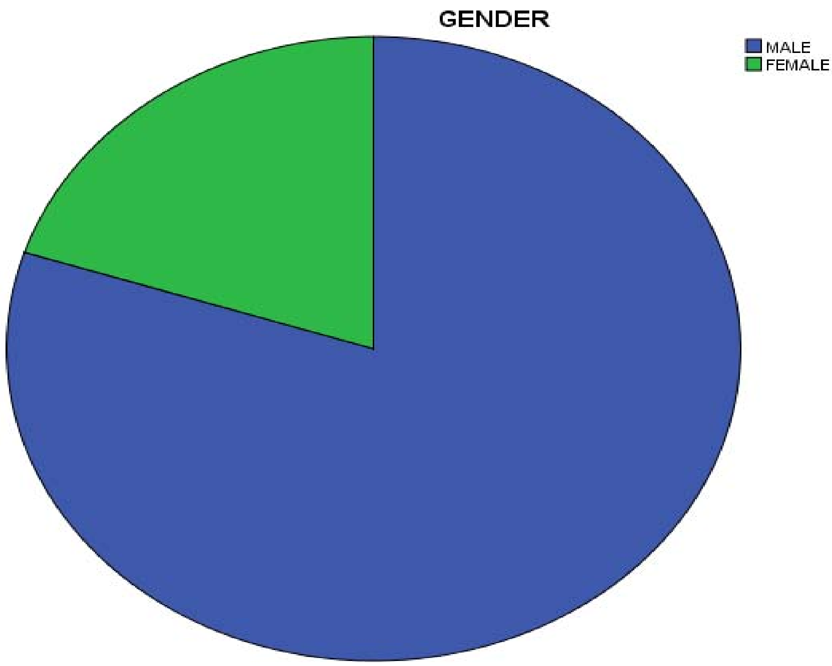


Figure 4.3: Pie Chart plot showing the gender of respondents

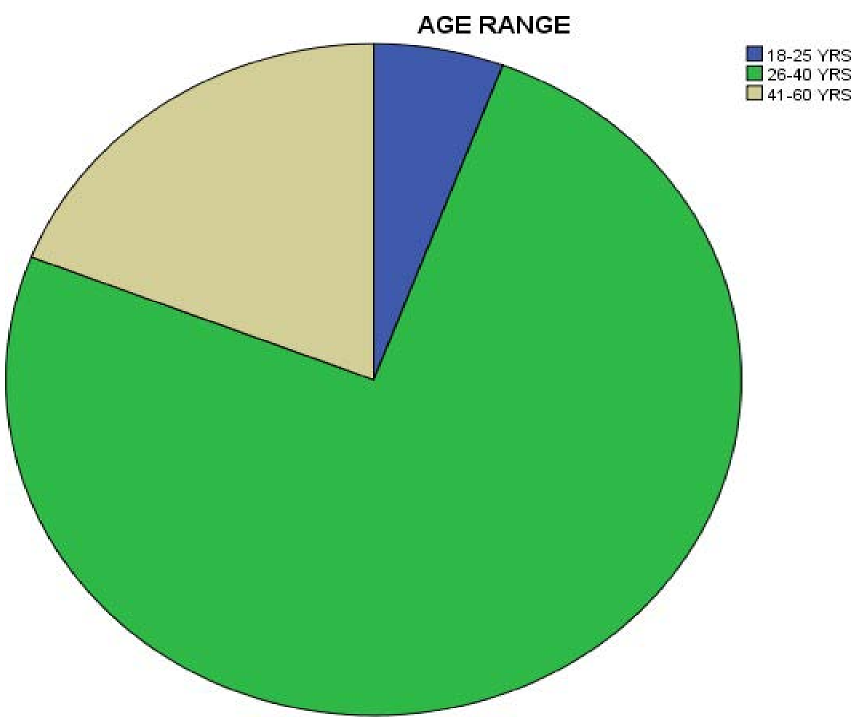


Figure 4.4: Pie Chart plot showing the age range of respondents

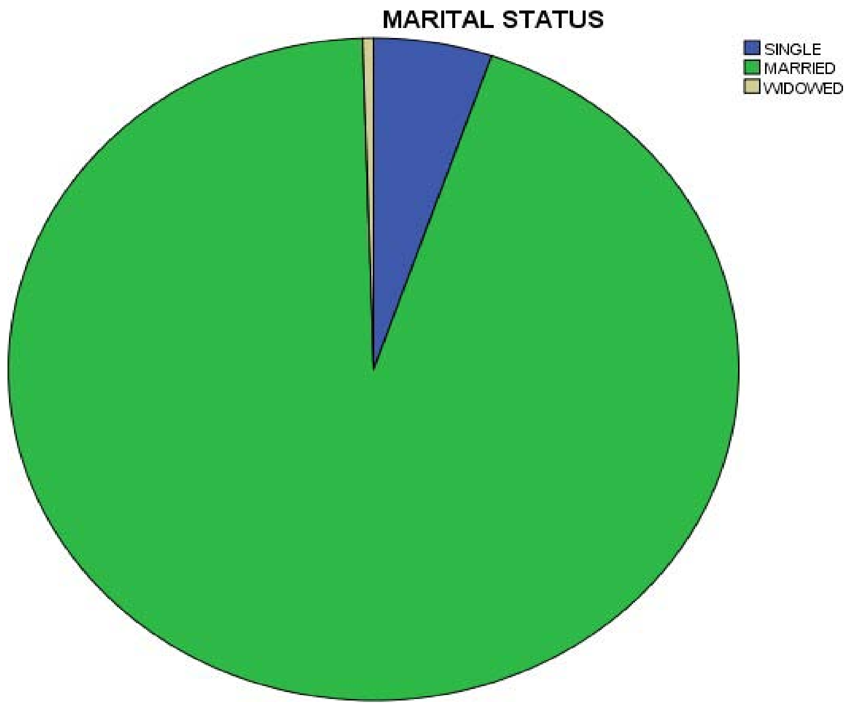


Figure 4.5: Pie Chart plot showing the Marital Status of respondents

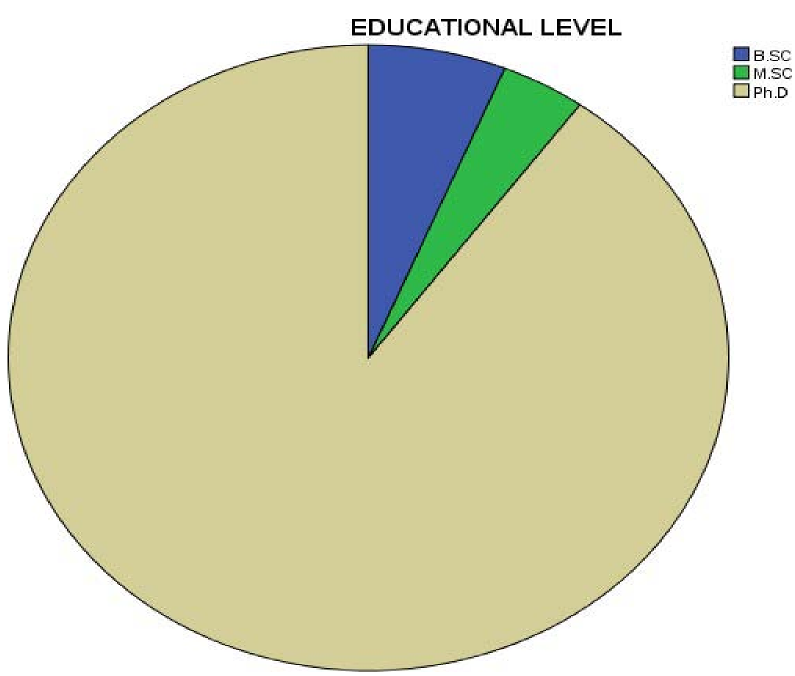


Figure 4.6: Pie Chart plot showing the educational level of respondents

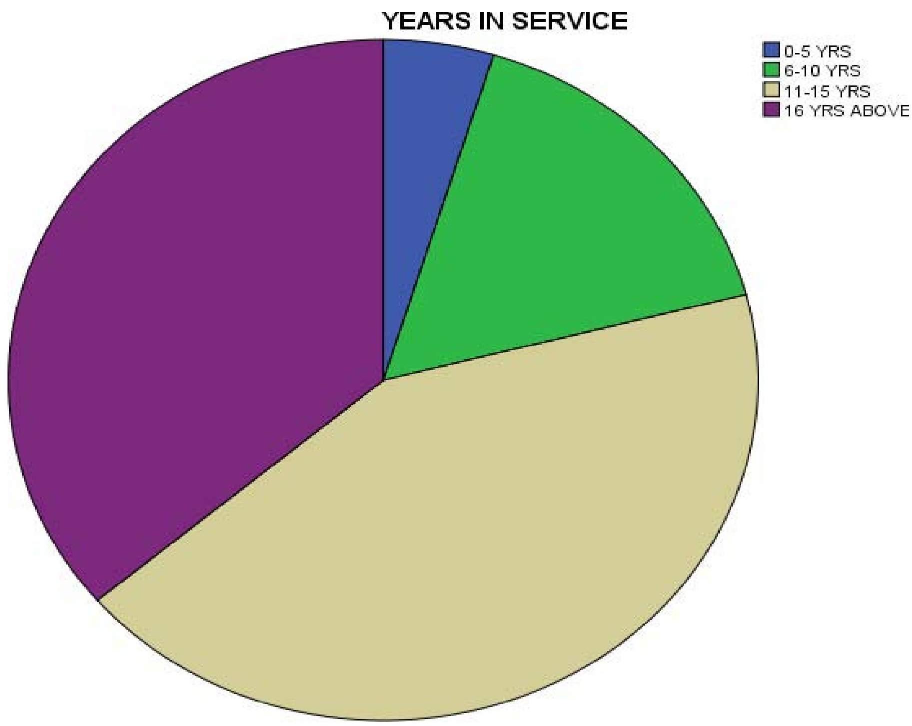


Figure 4.7: Pie Chart plot showing the number of years in service of respondents

i. Demographic Interpretation of results

The outcome of the analysed result showed five selected universities for the study (Table 4.2 a,b; figure 4.1). The names of the universities used for the study include' Obong University, Arthur Javis University, Rhema University, Gregory University, and Ritman University. The highest number of respondents came from Obong University. The positions held by respondents in the universities cut across Professor, reader, Lecturer 1, Lecturer 2, Assistant Lecturer and Graduate assistant. The bulk of the academic staff in these universities are senior lecturers and lecturer 2 (Table 4.3b; figure 4.2). In terms of gender, distribution across these universities revealed that the males are 168 (80%), and 42 (20%) females; with an age array of 26-40 years (Table 4.4a, b; 4.5a,b; figure 4.3 &4.4). The age range include 1-25 years, 26-40 years and 41-60 years Based on marital status, it was known504 that most of the respondents are married with frequency 198 (94.3%), and the majority are Ph.D. holders with the frequency of 189 (90%) (Table 4.6, 4.7; figure 4.5 & 4.6). Most of these respondents have stayed in service with these universities for about 11-16 years (Table 4.8; figure 4.7).

ii. *Hypotheses Testing*

HO1: Spearman rank result for hypothesis one: there is no substantial association amid transactional orientation plus affective commitment.

Correlations

			TRANS ORIEN	AFFEC COMMI
Spearman's rho	TRANS ORIEN	Correlation Coefficient	1.000	.881**
		Sig. (2-tailed)	.	.000
		N	210	210
	AFFEC COMMI	Correlation Coefficient	.881**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO2: Spearman rank result for hypothesis two: there is no substantial affiliation between transactional orientations with normative commitment.

Correlations

			TRANS ORIEN	NORM COMMI
Spearman's rho	TRANS ORIEN	Correlation Coefficient	1.000	.978**
		Sig. (2-tailed)	.	.000
		N	210	210
	NORM COMMI	Correlation Coefficient	.978**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO3: Spearman rank result for hypothesis three: there is no substantial association between transactional orientation and continuance commitment

Correlations

			TRANS ORIEN	CONT COMMI
Spearman's rho	TRANS ORIEN	Correlation Coefficient	1.000	.893**
		Sig. (2-tailed)	.	.000
		N	210	210
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO4: Spearman rank result for hypothesis four: There is no significant connection between relational orientations with affective commitment

Correlations

			REL ORIEN	AFFEC COMMI
Spearman's rho	REL ORIEN	Correlation Coefficient	1.000	.645**
		Sig. (2-tailed)	.	.000
		N	210	210
	AFFEC COMMI	Correlation Coefficient	.645**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO5: Spearman rank result for hypothesis five: there is no substantial relationship between relational orientation with normative commitment.

Correlations

			REL ORIEN	NORM COMMI
Spearman's rho	REL ORIEN	Correlation Coefficient	1.000	.821**
		Sig. (2-tailed)	.	.000
		N	210	210
	NORM COMMI	Correlation Coefficient	.821**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO6: Spearman rank result for hypothesis six: there is no outstanding relationship between relational orientations with continuance commitment.

Correlations

			REL ORIEN	CONT COMMI
Spearman's rho	REL ORIEN	Correlation Coefficient	1.000	.877**
		Sig. (2-tailed)	.	.000
		N	210	210
	CONT COMMI	Correlation Coefficient	.877**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO7: Spearman rank result for hypothesis seven: there is no significant relationship between the perceived balance of obligations and affective commitment.

Correlations

			PER BAL OBL	AFFEC COMMI
Spearman's rho	PER BAL OBL	Correlation Coefficient	1.000	.988**
		Sig. (2-tailed)	.	.000
		N	210	210
	AFFEC COMMI	Correlation Coefficient	.988**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO8: Spearman rank result for hypothesis eight: there is no significant correlation amongst perceived balance of obligations and normative commitment.

Correlations

			PER BAL OBL	NORM COMMI
Spearman's rho	PER BAL OBL	Correlation Coefficient	1.000	.873**
		Sig. (2-tailed)	.	.000
		N	210	210
	NORM COMMI	Correlation Coefficient	.873**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO9: Spearman rank result for hypothesis nine: there is no significant relationship amid the perceived balance of obligations with continuance commitment.

Correlations

			PER BAL OBL	CONT COMMI
Spearman's rho	PER BAL OBL	Correlation Coefficient	1.000	.843**
		Sig. (2-tailed)	.	.000
		N	210	210
	CONT COMMI	Correlation Coefficient	.843**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO10: Spearman rank result for hypothesis ten: there is no significant relationship between the stage of advancement of the contract with affective commitment.

Correlations

			STAG DEV CON	AFFEC COMMI
Spearman's rho	STAG DEV CON	Correlation Coefficient	1.000	.913**
		Sig. (2-tailed)	.	.000
		N	210	210
	AFFEC COMMI	Correlation Coefficient	.913**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO11: Spearman rank result for hypothesis eleven: there is no important association amongst the stage of development of the contract with normative commitment.

Correlations

			STAG DEV CON	NORM COMMI
Spearman's rho	STAG DEV CON	Correlation Coefficient	1.000	.963**
		Sig. (2-tailed)	.	.000
		N	210	210
	NORM COMMI	Correlation Coefficient	.963**	1.000
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO12: Spearman rank result for hypothesis twelve: there is no significant relationship between the stage of development of the contract and continuance commitment.

Correlations

			STAG DEV CON	CONT COMMI
Spearman's rho	STAG DEV CON	Correlation Coefficient	1.000	.841**
		Sig. (2-tailed)	.	.000
		N	210	210
		Sig. (2-tailed)	.000	.
		N	210	210

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

HO13: Spearman rank result for hypothesis thirteen: Perceived Organizational Support does not significantly moderate the association concerning Psychological Contract and Organizational Commitment.

Correlation

Control Variables			REL ORIEN	TRANS ORIEN	PER BAL OBL	STAG DEV CON	COMM IT AFFEC	NORM COMMI	CON T COMMI
PER ORG SUPP	REL ORIEN	Correlation	1.000	.647	.769	.558	.584	.377	.376
		Significance (2- tailed)	.	.000	.000	.000	.000	.000	.000
		Df	0	207	207	207	207	207	207
	TRANS ORIEN	Correlation	.647	1.000	.866	.879	.906	.523	.514
		Significance (2- tailed)	.000	.	.000	.000	.000	.000	.000
		Df	207	0	207	207	207	207	207
	PER BAL OBL	Correlation	.769	.866	1.000	.753	.779	.376	.371
		Significance (2- tailed)	.000	.000	.	.000	.000	.000	.000
		Df	207	207	0	207	207	207	207
	STAG DEV CON	Correlation	.558	.879	.753	1.000	.932	.647	.635
		Significance (2- tailed)	.000	.000	.000	.	.000	.000	.000
		Df	207	207	207	0	207	207	207
		Correlation	.584	.906	.779	.932	1.000	.647	.646

AFFEC COMMIT	Significance (2- tailed)	.000	.000	.000	.000	.	.000	.000
	Df	207	207	207	207	0	207	207
	Correlation	.377	.523	.376	.647	.647	1.000	.979
NORM COMMI	Significance (2- tailed)	.000	.000	.000	.000	.000	.	.000
	Df	207	207	207	207	207	0	207
	Correlation	.376	.514	.371	.635	.646	.979	1.000
CONT COMMI	Significance (2- tailed)	.000	.000	.000	.000	.000	.000	.
	Df	207	207	207	207	207	207	0

c) *Discussion of Findings*

This study looked upon the relationships that exist between the dimension of psychological contract and measures of organizational commitment. The outcome is explained under the subheadings;

i. *Relationship between Transactional Orientation and Organizational Commitment*

The result of the tested hypotheses shows rho value of .881** for hypothesis one; .978** for hypothesis two and .893** for hypothesis three. This shows a very strong substantial rapport between transactional orientations with organizational commitment in selected private universities in Nigeria.

The present study aligns with the theory of psychological contract which explains that an emotional agreement is a persons' methods of beliefs concerning the responsibilities that exist amid themselves plus exchange partners. This study also supports studies by Miles and Snow (1980) which cited that transactional contracts consist of precise magnetisable exchanges (e.g. pay for attendance) amongst parties over a precise time as in the case of short-term employment or recruitment by 'buy'-oriented firms (Rousseau, 1990). Also, affective commitment is a labour interconnected attitude with constructive feelings in the direction of the organisation (Morrow, 1993). Sels, Jansenns and Brande (2004) also uphold that this kind of attitude is "orientation towards the organisation, which links or attaches the identity of the person to the organisation".

ii. *Relationship between Relational Orientation and Organizational Commitment*

The hypothesis test showed result for rho values as .845** hypothesis four; .821** hypothesis five and .877** hypothesis six. This shows a very robust association between variables as such we say that there occurs a very sturdy substantial relationship amongst relational orientation plus organizational commitment in these selected private Universities in Nigeria.

This study comes in line with works by Williamson (1979) which puts forward that affiliations and relational subjects such as obligation plays a more and more imperative part in economics and firm commitment. Also, the outcome of this study supports past work by Rousseau and McLean (1993) which argued that relational agreements are superlatively observed as the exciting reverse of a solitary continuum fundamental pledged activities. Similarly, the greater relational the deal becomes, the fewer transactional and vice versa and this increases the level of commitment.

iii. *Relationship between Perceived Balance of Obligation and Organizational Commitment*

This study based on the perceived balance of obligation and organizational commitment shows rho value of .988** for hypothesis seven; .873** for hypothesis eight .843** and for hypothesis nine. This study supports a study by Rousseau (2000) which puts forward that a sensible contract comprises equally transactional plus relational proportions which are energetic and flexible hire arrangements habituated on the economic accomplishment of companies with worker prospects to advance career benefits. Also, balanced obligation or contracts entails shared risk between works and employers and this ultimately promotes pledge of workers to the organization.

iv. *Relationship between Stages of Development of Contract and Organizational Commitment*

Spearman rho values of .913** were obtained for hypothesis ten; .963** hypothesis eleven and .841** hypothesis twelve. This outcome shows a very strong significant relationship between stages of development of contract plus organizational commitment.

v. *Moderating role of Perceived Organizational Support with Psychological Contract and Organizational Commitment*

The partial correlation analysis on the controlling role of perceived organizational support including psychological contract plus organizational commitment shows a positive substantial link. This is evident from the r-values being positive. The result shows rho values of .647, .769, .558, .584, .377 and .376. this shows a very weak to moderate connection stuck between perceived organizational support including the psychological contract with firms commitment in selected private universities in Nigeria.

The outcome is reinforced by organizational support theory which maintains that employees infer the magnitude to which organizations care about their well-being from meaningful organizational and social organizational values, norms, beliefs, practices and structures that are operational at the workplace Gyekye & Salminen (2002).

V. Summary of Findings, Conclusion and Recommendations

a) *Summary*

The psychological contract covers the fundamental aspect which is the constituent of the agreement i.e. the precise responsibilities that the person observes as suitable for the link. This likewise affords a ground for which employers monitor worker's behaviours. It also helps in defining joint responsibilities, prospects, and potentials amid owner and worker as professed by the worker. Organizational commitment hinges on a great magnitude on the agreement amongst the employer with worker and haw such contract are sustained.

This research was conceded out to establish the association amongst psychological contract and organizational commitment in selected private universities in Nigeria. The study was built up upon four dimensions of emotional contract (transactional orientation, relational orientation, professed balance of responsibilities and stage of the advance of the contract) with measures of organizational pledge (affective, normative with continuance commitment) and this was anchored on a moderating variable of perceived organizational support.

The research was well-thought-out in five different chapters. Five objectives plus research inquiries were raised including thirteen research hypothesis. The investigation embraced a quasi-experimental research design. A population of four hundred and seventy- seven (477) was taken on and used to determine the sample size using the Taro Yamane formula.

The primary and secondary set of data was put to use. Primary data was sourced using an instrument (questionnaire). This was scaled on a five-point Likert scale. Cronbach Alpha reliability test was utilized to check for the consistency of the instruments. The demographic outcomes were portrayed in tables of frequency, percentages and cumulative frequency. The assumptions were analysed via the spearman ranks order correlation coefficient.

The hypotheses results showed rho value of .881, .978, .893, .645, .821, .877, .988, .873, .843, .913, .963 and .841. this result depicts a very strong important association amongst psychological contract with organizational commitment.

Conferring to psychological theory, workers incline to link firms with preconceived ideas concerning their duties (e.g., loyalty, operate in the best interest of the company) plus their employer's duties in return (e.g., skill development opportunities, a competitive wage). Also, Porter affective dependence theory opined that organizational Commitment, thus, encompasses three constituents, specifically, Sturdy Reception, Involvement and Allegiance which is dependent on the employer/employee agreement (contract).

Hackett, Bycio and Hausdorf (1994) and Allen and Meyer (1996) contended that in attendance was adequate evidence concerning the construct legitimacy of the three constituents of organizational commitment. Employees that are tough normative committed stay in the organization for the reason that they believe they should. The current study is in line by way of this past study.

Morrison & Robinson, (2004) studied psychological agreement with employee commitment; Study 1 outcomes disclose that workers whose anticipations are being addressed by the firm feel extra committed to and bestowed in the organization. On the other hand, Study 2 findings displayed promises to be tougher predictors of employee turnover against expectations. The prevailing research also supports the result of the study conceded out by Morrison & Robinson (2004).

b) *Conclusion*

Based on the outcomes of the investigation, the research settles that there exists a substantial optimistic association amongst psychological contract and organizational commitment. Also, perceived organizational support does moderate amid psychological contract with organizational commitment.

The implication for this research is that once a contract has been reached between a business owner and worker, there ought to be no breach and the compliance stages involved in organizational commitment should be abiding by to. Emotional commitment is "the worker's emotional connection to, identification with, and immersion in the business and this can be attained through a contract supposed to be favourable to the employee.

The strong point of organizational commitment is prejudiced by the degree to which the entity's wishes and anticipations round the organization are harmonized by their tangible involvement which is obtained through contract.

c) *Recommendations*

The following recommendations were made from the study outcome;

i. Owners of private universities in Nigeria should keep to their terms of the contract to achieve organizational commitment. The employee should also endeavour to meet the expectations of the employers, which tends towards perceived balanced obligation for both parties in the contract and already revealed as having a strong relationship with organizational commitment.

ii. A balanced contract promotes the commitment of employees to the organization, so, employee's expectations should be addressed by the firm; promises made should be kept. This is as valid from works of Robinson (2004) which explained that employee who has their expectations meet are being addressed by the organization feel a greater attachment to and vested in the organization.
iii. More research ought to be carried out to cut across other private universities in other regions to help draw a more encompassing conclusion.

d) Contribution to Knowledge

This study has added to the pool of facts by showing the connection amid psychological contract and organizational commitment with regards to private universities academic staff. The research likewise brought in the perception of the perceived balance of obligation including stages in the development of the contract as dimensions.

References Références Referencias

1. Allen, N. J., & Meyer, J. P. (1990). The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organization. *Journal of Occupational Psychology*, 63, 1–18.
2. Alniacik, E., Alniacik, U., Erat, S. & Akcin, K. (2013). Does Person-Organization Fit Moderate the Effects of Affective Commitment and Job Satisfaction on Turnover Intentions? *Procedia-Social and Behavioral Sciences*, 99, 274-281.
3. Alutto, J.A., Hrebiniak, L.G. & Alonso, R.C. (1973). On operationalizing the concept of commitment. Social Forces 51: 448–454.
4. Ashforth, B. E.,& Saks, A. M. (1996). Socialization Tactics: Longitudinal Effects on Newcomer Adjustment. *Academy of Management Journal*, 39, 149–178.
5. Aselage, J., & Eisenberger, R. (2003). Perceived organizational support and psychological contracts: A theoretical integration. *Journal of Organizational Behaviour*, *24*, 491– 509.
6. Bassi, L., & Mcmurrer, D. (2007). maximizing your return on people. Harvard Business Review, 85(3), 115-123.
7. Beck, K., & Wilson, C. (2000). Development of Affective Organizational Commitment: A Cross-Sequential Examination of Change With Tenure. *Journal of Vocational Behaviour*, 56, 114–136.
8. Becker, H. S. (1960). Notes on the Concept of Commitment. *American Journal of Sociology*, 66, 32–40.
9. Bennett, H., & Durkin, M. (2000). The Effects of Organizational Change on Employee Psychological Attachment. *Journal of Managerial Psychology*, 2, 126–147.
10. Bunderson, J. S. (2001). How to work ideologies shape the psychological contracts of Professional employees: Doctors' responses to perceived breach. *Journal of Organizational Behaviour*, *22*, 717–741.
11. Cassar, V. & Briner, R.B. (2011). The Relationship between Psychological Contract Breach and Organizational Commitment: Exchange Imbalance as a Moderator of the Mediating Role of Violation. *Journal of Vocational Behaviour*, 78, 283-289.
12. Chaudhry, A., Coyle-Shapiro, J. A.-M., & Wayne, S. J. (2011). A longitudinal study of the impact of organizational change on transactional, relational, and balanced psychological contracts. *Journal of Leadership and Organizational Studies*, *18*, 247– 259.
13. Conway, N. & Briner, R. B. (2005) Understanding Psychological Contracts at Work: A Critical Evaluation of Theory and Research, Oxford University Press, Oxford.
14. Coyle-Shapiro, J. A.-M., & Conway, N. (2005). Exchange relationships: Examining Psychological contracts and perceived organizational support. *Journal of Applied Psychology*, *90*, 774–781.
15. Coyle-Shapiro, J., & Kessler, I. (2000). Consequences of the psychological contract for the employment relationship: A large scale survey. *Journal of Management Studies*, *37*, 903–930.
16. Dabos, G. E., & Rousseau, D. M. (2004). Mutuality and reciprocity in the psychological contracts of employees and employers. *Journal of Applied Psychology*, *89*, 52–72.
17. Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, *86*, 42–51.
18. Eslami, J. & Gharakhani, D. (2012). Organizational Commitment and Job Satisfaction. *ARPN Journal of Science and Technology*, 2, 85-91.
19. Gumusluoglu, L., Karakitapoglu-Aygun, Z. & Hirst, G. (2013) Transformational Leadership and R & D Workers' Multiple Commitments: Do Justice and Span of Control Matter? *Journal of Business Research*, 66, 2269-2278.
20. Hackett, D. R., Bycio, P., & Hausdorf, P. (1994). Further Assessment of Meyer's and Allen's (1991) Three-Component Model Of Organizational Commitment. *Journal of Applied Psychology*, 79, 15–23.
21. Hoof, B. V., & Ridder, J. A. (2004). Knowledge sharing in context: The influence of organizational commitment, communication climate and CMC use on knowledge sharing. *Journal of Knowledge Management, 8* (6), 117-130.
22. Jabeen F., Beherym, G. & Elanain H.A. (2015). Examining the relationship between the psychological contract and organisational

commitment: The mediating effect of transactional leadership in the UAE context. International Journal of Organizational Analysis, 23(1), 102-122.
23. Jaros, S. J. (1997). An Assessment of Meyer and Allen's (1991) Three-Component Model of Organizational Commitment And Turnover Intentions. *Journal of Vocational Behavior*, 51, 319−337.
24. Jose, M. (2008). A study of the impact of psychological contract on organizational commitment among temporary and permanent employees in organizations. *Journal of Contemporary Research in Management*, 3(2), 1-12.
25. Ko, J. W., Price, J. L., & Mueller, C. W. (1997). Assessment of Meyer and Allen's Three-Component Model of Organizational Commitment In South Korea. *Journal of Applied Psychology*, 82, 961−973.
26. Konovsky M.A. & Pugh S.D. (1994). Citizenship behaviour and social exchange. Academy of Management Journal, 37(3), 656-669.
27. Liden, R. C., & Maslyn, J. M. (1998). Multidimensionality of leader-member exchange: An Empirical assessment through scale development. *Journal of Management*, *24*, 43–72.
28. Liden, R. C., Wayne, S. J., & Stilwell, D. (1993). A longitudinal study on the early development of leader-member exchanges. *Journal of Applied Psychology*, *78*, 662– 674.
29. Lövblad, M., Hyder, A. S. and Lönnstedt, L. (2009) Affective relationship commitment in Industrial customer-supplier relations: A psychological contract approach. 25th IMP Conference, Euromed Management, Marseille, France.
30. Maxwell, J. C. (1999). *The 21 indispensable qualities of a leader: Becoming the person others will want to follow*. Nashville: Thomas Nelson Publishers.
31. McGee, G. W., & Ford, R. C. (1987). Two (Or More) Dimensions of Organizational Commitment: Re-examination of The Affective And Continuance Commitment Scales. *Journal of Applied Psychology*, 72, 638−642.
32. Meyer, J. & Allen, N. (1991). A three-component conceptualization of organizational commitment. *Human Resources Management Review*, 1(1), 81-89.
33. Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of Applied Psychology*, *78*, 538–551.
34. Meyer, P. J., & Smith, C. A. (2000). HRM Practices and Organizational Commitment: A Test of A Mediation Model. Canadian Journal of Administrative Sciences, 17, 319−331.
35. Meyer, P. J., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, Continuance, And Normative Commitment to the Organization: A Meta-Analysis of Antecedents, Correlates, And Consequences. *Journal of Vocational Behaviour*, 61, 20−52.
36. Montes, S. D., & Zweig, D. (2009). Do promises matter? An exploration of the role of Promises in psychological contract breach. *Journal of Applied Psychology*, *94*, 1243– 1260.
37. O'Donohue, W., Sheehan, C., Hecker, R. and Holland, P. (2007) The psychological contract of knowledge workers, *Journal of Knowledge Management*, 11 (2): 73-82.
38. O'Reilly, C. A., & Chatman, J. (1989). Organizational Commitment and Psychological Attachment: The Effects of Compliance, Identification and Internalization on Prosocial Behavior. *Journal of Applied Psychology*, 71, 492−499.
39. Oliver, S., & Kandadi, K. R. (2006). How to develop a knowledge culture in organizations? A Multiple case study of large distributed organizations. *Journal of Knowledge Management, 10* (4), 6-24.
40. Pei-ling T., Yi-shyuan L., & Tung-han Y. (2013). The influence of psychological contract and organizational commitment to hospitality employee performance. Social Behaviou and Personality: An international journal, 41(3), 443-452.
41. Powell, D. M., & Meyer, J. P. (2004). Side-Bet Theory and The Three-Component Model of Organizational Commitment. Journal of Vocational Behaviour, 65, 157−177.
42. Ritzer, G., & Trice, H. M. (1969). An Empirical Study of Howard Becker's Side-Bet Theory. Social Forces, 47, 475−479.
43. Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, *87,* 698-714.
44. Robertson, M., & Hammersely, G. O. (2000). Knowledge management practices within a knowledge-intensive firm: The significance of the people management dimension. *Journal of European Industrial Training, 24* (2-4), 241-253.
45. Robertson, M.M., Huang, Y.H., O'Neill, M.J. and Schleifer, L.M. (2008) Flexible Workspace Design and Ergonomics Training: Impacts on the Psychosocial Work Environment, Musculoskeletal Health, and Work Effectiveness among Knowledge Workers. *Applied Ergonomics*, 39, 482-494.
46. Rousseau, D. M. (1990) New hire perspectives of their own and their employer's obligations: a study of psychological contracts, *Journal of Organizational Behaviour*, 11 (5): 389- 400.
47. Rousseau, D. M. (1995), Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements, Sage Publications, Thousand Oaks, Ca.
48. Rousseau, D. M. (2001) Schema, promise and mutuality: The building blocks of the Psychological

contract, *Journal of Occupational and Organizational Psychology*, 74 (4): 511-541.
49. Rousseau, D. M. and Tijoriwala, S. A. (1998) Assessing psychological contracts: Issues, alternatives and measures, Journal *of Organizational Behaviour*, 19 (7),. 679-695.
50. Sels L., Jansenns M & Brande V.D. (2004). Assessing the nature of Psychological contract: a Validation of six dimensions. Journal of Organizational Behaviour, 25, 461-488.
51. Shore, L. M. and Barksdale, K. (1998) Examining the degree of balance and level of obligation in the employment relationship: A social exchange approach, *Journal of Organizational Behavior* 19 (7): 731-744.
52. Shore, L. M. and Tetrick, L. E. (1994) The psychological contract as an explanatory framework in the employment relationship, in Cooper, C. and Rousseau, D. (Eds), Trends in Organizational Behaviour, 1, Wiley, Chichester, 91-109.
53. Siders MA, George G, Dharwadkar R (2001). The relationship between internal and external commitment foci to objective job performance measures. Acad. Manage. J. 44(3): 570-579.
54. Sinclair R, Tucker J, Cullen J, Wright C (2005). Performance differences among four commitment profiles. J. Appl*.* Psychol*.* 90: 1280–1287.
55. Snyman, M. M., & Kruger, C. J. (2004). The interdependency between strategic management and strategic knowledge management. *Journal of Knowledge Management, 8* (1), 5- 19.
56. Somers MJ (2009). The combined influence of affective, continuance and normative commitment on employee withdraw. J. Vocat. Behav. 74: 75-81.
57. Thompson, M., & Heron, P. (2005). The difference a manager can make: organizational Justice and knowledge worker commitment. *International Journal of Human Resource Management, 16* (3), 383-404.
58. Tekleab, A. G., Takeuchi, R., & Taylor, M. S. (2005). Extending the chain of relationships among organizational justice, social exchange, and employee reactions: The role of contract violations. *Academy of Management Journal*, *48*, 146–157.
59. Turnley, W. H., Bolino, M. C., Lester, S. W., & Bloodgood, J. M. (2003). The Impact of Psychological contract fulfilment on the performance of role and Organizational Citizenship Behaviours. *Journal of Management*, *29*, 187–207.
60. Turnley, W. H., & Feldman, D. C. (2000). Re-examining the effects of psychological contract Violations: Unmet expectations and job dissatisfaction as mediators. *Journal of Organizational Behaviour*, *21*, 25–42.
61. Vandenberg RJ, Self RM (1993). Assessing newcomers' changing commitments to the Organization during the first 6 months of work. J. Appl. Psychol. 78: 557−568.
62. Wayne, S. J., Shore, L. M., & Liden, R. C. (1997). Perceived organizational support and leader-member exchange: A social exchange perspective. *Academy of Management Journal*, *40*, 82–111.
63. Wayne, S. J., Shore, L M., Bommer, W. H. & Tetrick, L. E. (2002). The role of fair treatment and rewards in perceptions of organizational support and leader-member exchange. *Journal of Applied Psychology, 87,* 590–598.
64. Whitener, E.M. (2001). Do High commitments human resource practices affect employee commitment? A cross-level analysis using hierarchical linear modelling, *Journal of Management,* 27, 515-535.
65. Yahya, S., & Goh, W. (2002). Managing human resource toward achieving knowledge management. *Journal of Knowledge Management, 6* (5), 457-468.
66. Zopiatis, A., Constanti, P. and Theocharous, A.L. (2014) Job involvement commitment, satisfaction and turnover: Evidence from hotel employees in Cyprus. *Tourism Management*, 41, 129-140.

Questionnaire

Section One

.SECTION A: DEMOGRAPHIC DATA

Instruction: *Please tick (√) or fill in the appropriate answers where necessary.*

1. Name of University . . . .
2. Position in the University . . . .
3. Gender: (a). Male ☐ (b). Female ☐
4. Age: (a). 18-25 ☐ (b) 26-40 ☐ (c) 41-60 ☐
5. Marital status (a) Single ☐ (b) Married ☐ (c) Widowed ☐ (d) Divorced ☐
6. Educational Level (a) B.Sc ☐ (b) M.Sc ☐ (c) P.hD ☐
7. Number of years in service

(a) 0-5 Years ☐ (b) 6-10 Years ☐ (c) 11-15 Years ☐ (d) 16 and Above ☐

Section Two: Psychological Contract

Instruction: Please tick in the appropriate place according to the scale given. Note: Strongly Agree SA = 5, Agree A=4, Neutral N=3, Disagree D=2, Strongly Disagree SD =1.

S/N	Relational Orientation	SA	A	N	D	SD
1	I am uncertain of the duration of years I am willing to spend in this organization due to employers commitment.					
2	Wages and benefits are not stable with ranks.					
3	Growing through the ranks is not determined by the duration of employment but commitment to work.					
4	The employee expects to be recognized for a long stay with proven relational records.					

S/N	Transactional Orientation	SA	A	N	D	SD
1	The job I do is strictly for the money					
2	Working hours are well defined and strict					
3	I expect to grow in rank as fast as possible in this university					
4	My job is such that I only need to do what is necessary to get the job done					

S/N	Perceived Balance of Obligations	SA	A	N	D	SD
1	Members of Staff are motivated to contribute 100% to the organization in return for future employment benefits.					
2	The organization work hard to keep her obligation such that member of staff are ready to work for a very long time and or indefinitely.					
3	This organization has a good way of reciprocating efforts put in by its employees					
4	The scale of payment is justified when compared to the duties assigned.					

S/N	Stages of Development of the Contract	SA	A	N	D	SD
1	My attitudes and behaviours were influenced by others					
2	My attitude and behaviours are based on learning and experience					
3	My values are in congruence with the organizational values					
4	I am proud to be part of the organization					

Section Three: Organizational Commitment

Instruction: Please tick in the appropriate place according to the scale given. Note: Strongly Agree SA = 5, Agree A=4, Neutral N=3, Disagree D=2, Strongly Disagree SD =1.

S/N	Affective Commitment	SA	A	N	D	SD
1	I feel fulfilled working for this organization					
2	I do feel a strong sense of belonging to my organization					
3	We carry the organization problem as though it is ours					
4	I feel very pleased to and enjoy discussing my organization with people outside it					

S/N	Normative Commitment	SA	A	N	D	SD
1	Things were better in the days when people stayed with one organization for most of their careers					
2	There is less susceptibility towards leaving this organization even though there is a better offer					
3	My staying back with this organization is because I believe loyalty is important and as such feel a sense of moral obligation to remain					
4	The trend these days is such that people move too often from one organization to another					

S/N	Continuance Commitment	SA	A	N	D	SD
1	Leaving my organization right now will disrupt so much in my life and career path					
2	It would be very difficult to leave my present employer now, even if I wish to					
3	Right now, staying with my organization is a matter of necessity					
4	My continuance commitment is attached to the fact that leaving would require considerable personal sacrifice and another organization may not match theoverall benefits present in this organization					

Section Four: Moderating Variable

Instruction: Please tick in the appropriate place according to the scale given. Note: Strongly Agree SA = 5, Agree A=4, Neutral N=3, Disagree D=2, Strongly Disagree SD =1.

S/N	Perceived Organizational Support	SA	A	N	D	SD
1	The organization is willing to meet my social needs					
2	The organization values my contribution to its well-being					
3	The organization feels that hiring me was not a mistake					
4	My superior always gives me the necessary support to function acceptably					

Appendix II

Statistics

		REL ORIEN 1	REL ORIEN 2	REL ORIEN 3	REL ORIEN 4
N	Valid	210	210	210	210
	Missing	0	0	0	0

REL ORIEN 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	76	36.2	36.2	36.2
	DISAGREED	80	38.1	38.1	74.3
	NEUTRAL	3	1.4	1.4	75.7
	AGREED	24	11.4	11.4	87.1
	STRONGLY AGREED	27	12.9	12.9	100.0
	Total	210	100.0	100.0	

REL ORIEN 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREE	91	43.3	43.3	43.3
	DISAGREED	100	47.6	47.6	91.0
	NEUTRAL	2	1.0	1.0	91.9
	AGREED	10	4.8	4.8	96.7
	STRONGLY AGREED	7	3.3	3.3	100.0
	Total	210	100.0	100.0	

REL ORIEN 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	20	9.5	9.5	9.5
	DISAGREED	8	3.8	3.8	13.3
	NEUTRAL	4	1.9	1.9	15.2
	AGREED	63	30.0	30.0	45.2
	STRONGLY AGREED	115	54.8	54.8	100.0
	Total	210	100.0	100.0	

REL ORIEN 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	4	1.9	1.9	1.9
	DISAGREED	4	1.9	1.9	3.8
	NEUTRAL	2	1.0	1.0	4.8
	AGREED	121	57.6	57.6	62.4
	STRONGLY AGREED	79	37.6	37.6	100.0
	Total	210	100.0	100.0	

Statistics

		TRANS ORIEN1	TRANS ORIEN2	TRANS ORIEN3	TRANS ORIEN4
N	Valid	210	210	210	210
	Missing	0	0	0	0

TRANS ORIEN1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY AGREED	73	34.8	34.8	34.8
	DISAGREED	116	55.2	55.2	90.0
	NEUTRAL	2	1.0	1.0	91.0
	AGREED	7	3.3	3.3	94.3
	STRONGLY AGREED	12	5.7	5.7	100.0
	Total	210	100.0	100.0	

TRANS ORIEN2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREE	34	16.2	16.2	16.2
	DISAGREED	51	24.3	24.3	40.5
	NEUTRAL	1	.5	.5	41.0
	AGREED	71	33.8	33.8	74.8
	STRONGLY AGREED	53	25.2	25.2	100.0
	Total	210	100.0	100.0	

TRANS ORIEN3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	10	4.8	4.8	4.8
	DISAGREED	7	3.3	3.3	8.1
	NEUTRAL	1	.5	.5	8.6
	AGREED	75	35.7	35.7	44.3
	STRONGLY AGREED	117	55.7	55.7	100.0
	Total	210	100.0	100.0	

TRANS ORIEN4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	5	2.4	2.4	2.4
	DISAGREED	16	7.6	7.6	10.0
	NEUTRAL	1	.5	.5	10.5
	AGREED	67	31.9	31.9	42.4
	STRONGLY AGREED	121	57.6	57.6	100.0
	Total	210	100.0	100.0	

Statistics

		PER BAL OBL1	PER BAL OBL2	PER BAL OBL3	PER BAL OBL4
N	Valid	210	210	210	210
	Missing	0	0	0	0

PER BAL OBL1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	6	2.9	2.9	2.9
	DISAGREED	2	1.0	1.0	3.8
	AGREED	71	33.8	33.8	37.6
	STRONGLY AGREED	131	62.4	62.4	100.0
	Total	210	100.0	100.0	

PER BAL OBL2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	8	3.8	3.8	3.8
	DISAGREED	3	1.4	1.4	5.2
	NEUTRAL	1	.5	.5	5.7
	AGREED	87	41.4	41.4	47.1
	STRONGLY AGREED	111	52.9	52.9	100.0
	Total	210	100.0	100.0	

PER BAL OBL3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	9	4.3	4.3	4.3
	DISAGREED	7	3.3	3.3	7.6
	NEUTRAL	1	.5	.5	8.1
	AGREED	20	9.5	9.5	17.6
	STRONGLY AGREED	173	82.4	82.4	100.0
	Total	210	100.0	100.0	

PER BAL OBL4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	40	19.0	19.0	19.0
	DISAGREED	82	39.0	39.0	58.1
	NEUTRAL	2	1.0	1.0	59.0
	AGREED	33	15.7	15.7	74.8
	STRONGLY AGREED	53	25.2	25.2	100.0
	Total	210	100.0	100.0	

Statistics

		STAG DEV CON1	STAG DEV CON2	STAG DEV CON3	STAG DEV CON4
N	Valid	210	210	210	210
	Missing	0	0	0	0

STAG DEV CON1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	98	46.7	46.7	46.7
	DISAGREED	79	37.6	37.6	84.3
	NEUTRAL	3	1.4	1.4	85.7
	AGREED	18	8.6	8.6	94.3
	STRONGLY AGREED	12	5.7	5.7	100.0
	Total	210	100.0	100.0	

STAG DEV CON2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	10	4.8	4.8	4.8
	DISAGREED	15	7.1	7.1	11.9
	NEUTRAL	1	.5	.5	12.4
	AGREED	63	30.0	30.0	42.4
	STRONGLY AGREED	121	57.6	57.6	100.0
	Total	210	100.0	100.0	

STAG DEV CON3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	20	9.5	9.5	9.5
	DISAGREED	5	2.4	2.4	11.9
	NEUTRAL	1	.5	.5	12.4
	AGREED	53	25.2	25.2	37.6
	STRONGLY AGREED	131	62.4	62.4	100.0
	Total	210	100.0	100.0	

STAG DEV CON4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	10	4.8	4.8	4.8
	DISAGREED	7	3.3	3.3	8.1
	NEUTRAL	3	1.4	1.4	9.5
	AGREED	63	30.0	30.0	39.5
	STRONGLY AGREED	127	60.5	60.5	100.0
	Total	210	100.0	100.0	

Statistics

		AFFEC COMMIT 1	AFFEC COMMI 2	AFFEC COMMI 3	AFFEC COMMI 4
N	Valid	210	210	210	210
	Missing	0	0	0	0

AFFEC COMMIT 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	10	4.8	4.8	4.8
	DISAGREED	10	4.8	4.8	9.5
	NEUTRAL	3	1.4	1.4	11.0
	AGREED	54	25.7	25.7	36.7
	STRONGLY AGREED	133	63.3	63.3	100.0
	Total	210	100.0	100.0	

AFFEC COMMI 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	8	3.8	3.8	3.8
	DISAGREED	12	5.7	5.7	9.5
	NEUTRAL	1	.5	.5	10.0
	AGREED	56	26.7	26.7	36.7
	STRONGLY AGREED	133	63.3	63.3	100.0
	Total	210	100.0	100.0	

AFFEC COMMI 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	7	3.3	3.3	3.3
	DISAGREED	7	3.3	3.3	6.7
	NEUTRAL	3	1.4	1.4	8.1
	AGREED	43	20.5	20.5	28.6
	STRONGLY AGREED	150	71.4	71.4	100.0
	Total	210	100.0	100.0	

AFFEC COMMI 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	10	4.8	4.8	4.8
	DISAGREED	7	3.3	3.3	8.1
	NEUTRAL	3	1.4	1.4	9.5
	AGREED	79	37.6	37.6	47.1
	STRONGLY AGREED	111	52.9	52.9	100.0
	Total	210	100.0	100.0	

Statistics

		NORM COMMI 1	NORM COMMI 2	NORM COMMI 3	NORM COMMI 4
N	Valid	210	210	210	210
	Missing	0	0	0	0

NORM COMMI 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	19	9.0	9.0	9.0
	DISAGREED	43	20.5	20.5	29.5
	NEUTRAL	2	1.0	1.0	30.5
	AGREED	29	13.8	13.8	44.3
	STRONGLY AGREED	117	55.7	55.7	100.0
	Total	210	100.0	100.0	

NORM COMMI 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	51	24.3	24.3	24.3
	DISAGREED	54	25.7	25.7	50.0
	NEUTRAL	2	1.0	1.0	51.0
	AGREED	54	25.7	25.7	76.7
	STRONGLY AGREED	49	23.3	23.3	100.0
	Total	210	100.0	100.0	

NORM COMMI 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	37	17.6	17.6	17.6
	DISAGREED	43	20.5	20.5	38.1
	NEUTRAL	7	3.3	3.3	41.4
	AGREED	69	32.9	32.9	74.3
	STRONGLY AGREED	54	25.7	25.7	100.0
	Total	210	100.0	100.0	

NORM COMMI 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	3	1.4	1.4	1.4
	DISAGREED	7	3.3	3.3	4.8
	NEUTRAL	3	1.4	1.4	6.2
	AGREED	84	40.0	40.0	46.2
	STRONGLY AGREED	113	53.8	53.8	100.0
	Total	210	100.0	100.0	

Statistics

		CONT COMMI 1	CONT COMMI 2	CONT COMMI 3	CONT COMMI 4
N	Valid	210	210	210	210
	Missing	0	0	0	0

CONT COMMI 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	43	20.5	20.5	20.5
	DISAGREED	39	18.6	18.6	39.0
	NEUTRAL	10	4.8	4.8	43.8
	AGREED	49	23.3	23.3	67.1
	STRONGLY AGREED	69	32.9	32.9	100.0
	Total	210	100.0	100.0	

CONT COMMI 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	37	17.6	17.6	17.6
	DISAGREED	44	21.0	21.0	38.6
	NEUTRAL	3	1.4	1.4	40.0
	AGREED	70	33.3	33.3	73.3
	STRONGLY AGREED	56	26.7	26.7	100.0
	Total	210	100.0	100.0	

CONT COMMI 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	35	16.7	16.7	16.7
	DISAGREED	28	13.3	13.3	30.0
	NEUTRAL	3	1.4	1.4	31.4
	AGREED	69	32.9	32.9	64.3
	STRONGLY AGREED	75	35.7	35.7	100.0
	Total	210	100.0	100.0	

CONT COMMI 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	8	3.8	3.8	3.8
	DISAGREED	21	10.0	10.0	13.8
	NEUTRAL	2	1.0	1.0	14.8
	AGREED	49	23.3	23.3	38.1
	STRONGLY AGREED	130	61.9	61.9	100.0
	Total	210	100.0	100.0	

Statistics

		PER ORG SUPP 1	PER ORG SUPP 2	PER ORG SUPP 3	PER ORG SUPP 4
N	Valid	210	210	210	210
	Missing	0	0	0	0

PER ORG SUPP 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	22	10.5	10.5	10.5
	DISAGREED	30	14.3	14.3	24.8
	NEUTRAL	3	1.4	1.4	26.2
	AGREED	96	45.7	45.7	71.9
	STRONGLY AGREED	59	28.1	28.1	100.0
	Total	210	100.0	100.0	

PER ORG SUPP 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREED	13	6.2	6.2	6.2
	DISAGREED	14	6.7	6.7	12.9
	NEUTRAL	4	1.9	1.9	14.8
	AGREED	96	45.7	45.7	60.5
	STRONGLY AGREED	83	39.5	39.5	100.0
	Total	210	100.0	100.0	

PER ORG SUPP 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	AGREED	103	49.0	49.0	49.0
	STRONGLY AGREED	107	51.0	51.0	100.0
	Total	210	100.0	100.0	

PER ORG SUPP 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	AGREED	73	34.8	34.8	34.8
	STRONGLY AGREED	137	65.2	65.2	100.0
	Total	210	100.0	100.0	

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	No. of Items
.849	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.898	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.861	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.905	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.984	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.939	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.967	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.860	4

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.972	16

Case Processing Summary

		N	%
Cases	Valid	210	100.0
	Excluded	0	.0
	Total	210	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.980	12

This page is intentionally left blank

Global Journal of human-social science: H
Interdisciplinary
Volume 20 Issue 7 Version 1.0 Year 2020
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460x & Print ISSN: 0975-587X

An Analysis of Public Perception on the Menace of Corruption among Judicial Workers in Dutse Metropolis, Jigawa State-Nigeria

By Nasiru Zubairu

Federal University

Abstract- The most important issues facing the judiciary today, predominantly the court, emanate from the court's primary mission to secure justice for all. Justice is an empty promise if it denies an individual or group achievable equal access to the courts. Economic, political, social, and cultural and ethnic barriers to the justice system unfortunately still exist as a result of corruption. Misuse of judicial power by the courts for private gain is no longer an aberration or isolated behavior. It is disturbingly a dominant and recurrent feature of the Nigerian system. Judicial corruption often involves a vicious dynamic in which judges trade injustice for favors and personal gains. However, this study assesses the public perception of the menace of corruption among judicial workers in Dutse metropolis, Jigawa State.

Keywords: corruption, judicial workers, judge, lawyer, public perception.

GJHSS-H Classification: FOR Code: 160299

ANANALYSISOFPUBLICPERCEPTIONONTHEMENACEOFCORRUPTIONAMONGJUDICIALWORKERSINDUTSEMETROPOLISJIGAWASTATENIGERIA

Strictly as per the compliance and regulations of:

An Analysis of Public Perception on the Menace of Corruption among Judicial Workers in Dutse Metropolis, Jigawa State-Nigeria

Nasiru Zubairu

Abstract- The most important issues facing the judiciary today, predominantly the court, emanate from the court's primary mission to secure justice for all. Justice is an empty promise if it denies an individual or group achievable equal access to the courts. Economic, political, social, and cultural and ethnic barriers to the justice system unfortunately still exist as a result of corruption. Misuse of judicial power by the courts for private gain is no longer an aberration or isolated behavior. It is disturbingly a dominant and recurrent feature of the Nigerian system. Judicial corruption often involves a vicious dynamic in which judges trade injustice for favors and personal gains. However, this study assesses the public perception of the menace of corruption among judicial workers in Dutse metropolis, Jigawa State.

Keywords: corruption, judicial workers, judge, lawyer, public perception.

I. Introduction

Over the years, successive governments in Nigeria have applied methodology in running the national economy with the objectives of ensuring a high level of economic growth that would improve the standards of living of the people. Reversed is the case where those involved in guiding the laws of the land involved in destabilizing the nation through corruption (Agbu, 2003). Corruption is one of the problems faced by the country currently, which concerned the judiciary in adjudicating the hope of a common man. Corruption has become so blatant and widespread that it appears as if it has been legalized in Nigeria (Gire, 1999). Corruption in Nigeria is pervasive and has remained deeply entrenched and robust despite the seeming wars declared by the successive regime since independence in 1960 (Udama, 2013).

The failure of these strategies is fine-tuning the economy to bring about the needed level of development had been attributed to so many bases by analyst and academics at all levels. Among the reasons that have been put forth as being responsible for the dismal performance of the various strategies adopted is “corruption.” Corruption as a phenomenon is a global problem, and it exists in different countries in various degrees (Agbu, 2003). Recently, in most economies and on the international level, the issue of corruption has become topical and headline news, although the practice is thought to have existed long ago. Carr (2011) opines that “corruption as a phenomenon has always existed, but in recent years the awareness of it has grown at the international level.” The stern and extensive discourse about the subject has arisen probably because of its devastating effects on the individual and the society at large.

The judiciary (also known as the judicial or court system) is the system of the court that interprets and applies the law in the name of the state. The judiciary also provides a mechanism for the resolution of disputes or conflict. In other words, the term “judiciary” is used to refer collectively to the personnel, such as judges, magistrates, and other adjudicators who form the core of the judiciary. Judicial corruption, therefore, includes any inappropriate financial or material and nonmaterial gain, aimed at influencing the impartiality of the judicial process by any actor within the court system. For example, a judge may allow or exclude evidence for the purpose of justifying acquittal of a high political or social status culpable defendant. Judges or judicial personnel can manipulate court dates to benefit either party (Transparency International, 2011).

II. Statement of the Problem

Corruption is a major social problem that hinders Nigeria’s development. Therefore, this led to the emergence of government agencies purposely created to fight against corruption, which included the Independent Corrupt Practice Commission (ICPC) and the Economic and Financial Crimes Commission (EFCC) established in 2004. The act has persistent to weaken institutions, discourages investment, and holds back economic development. As asserted by Ogunwale (2012), the problem of corruption in Nigeria is internationally acknowledged as the country considered to be one of the worst in corrupt practices world over.

In Nigeria, cases often take too long because the judge(s) tries to make contact with the parties through their lawyers in their bid to extort money, benefit or other concessions; there is an unholy alliance between judges and lawyers while the clients suffer. In other words, members of the bench collect bribe to issue underserved court orders, injunctions, and frivolous adjournments even when issues on the ground

Author: Department of Criminology and Security Studies, Federal University, Dutse – Nigeria. e-mail: nasiruzubairu14@gmail.com

suggest otherwise. Bails are granted and rejected discretionally without strict adherence to legal principles. Again, bail conditions are susceptible to the whim and caprice of the judges (Nwaze, 2011).

In line with the above assertions, many judicial workers (judges, inclusive) recently in Nigeria were found guilty of corrupt practices in the course of discharging their constitutional duties, which led to their arrest by the Department of State Security (DSS), some of the affected justices are Justices Sylvester Ngwuta and Inyang Okoro of the Supreme Court, the suspended presiding justice of the Court of Appeal, Ilorin Division, Justice Muhammed Ladan Tsamiya, Justice Adeniyi Ademola (Federal High Court); the Chief Judge of Enugu state Justice I.A Umezulike; Justice Kabiru Auta of the Kano State High Court; Justice Mu'azu Pindiga (Gombe State High Court); Justice Bashir Sukola and Justice Ladan Munir from the Kaduna State High Court.

The National Judicial Council (NJC), has recommended sanctions for Justice Tsamiya; the erstwhile Chief Judge of Enugu State; Justice I.A Umezulike; and Justice Kabiru Auta (Daily Sun, November 8, 2016, p6). Furthermore, the DSS revealed that it recovered over N93 million and $530,000 cash from three arrested judges. Thus, Nigeria had lost so much money due to the compromising posture of most of the judges. Citing the corruption cases of Halliburton, Malabu, and Siemens, the security chief said: "in the past four years, Nigeria lost multi million dollars on cases against foreigners because of the corruption in the judiciary. Nigeria lost $1.9 billion in one swoop case" (Daily Trust, Monday, October 10, 2016, p4). Another judge of the Abuja division of the Federal High Court, Justice Nnamdi Dimgba's, the residence was also searched, but he was not arrested. Since then, there has been no love between the CJN, the NJC, and the DSS over the incident on the issue as to whether the affected judges should abstain from service or not (The Nation, Friday, November 4, 2016).

The Federal Government also filed a nine (9) count charge of funds diversion against the Chief Registrar of the Supreme Court, Ahmed Sale, and two other officials of the court. It accused them of diverting, among others, about 2.2 billion nairas belonging to the court. The two others are Muhammad Abdulrahman Sharif and Rilwanu Lawal. The charge marked FCT/HC /CR/13/2016 was filed by the office of the Attorney General of the Federation (AGF) before the High Court of the Federal Capital Territory (FCT), Maitama, Abuja. Besides, the accused were charged with receiving N74.4 million gratifications as public officers from contractors who executed projects for the court between 2009 and 2016 (The Nation, Friday, November 4, 2016: p6).

In essence, there is no doubt that judicial corruption distorts the effective implementation of rights and obligations. Subsequently, a corrupt judiciary neglects the very core of the rule of law and some fundamental justice principles through which citizens and their rights are supposed to be protected. Judicial corruption also leads to diversion of public funds among some judicial officials.

III. Review of Related Literature and Theoretical Framework

There is no single definition agreed to the term this is because what might appear corrupt in one business may not automatically be seen as such in another one. Though various attempts were made to defines it, there is no precise definition that can be any form, type and degree of corruption applied. The concept of corruption is predicated on value concept. However, most of the writers defined it as enriching oneself by public officials (Lambsdorff, 2007). Those that conceived corruption to be an affair deviating public office defined it as the 'abuse of public power for personal gain' (Morris, 2011:3) or as "the misuse of public power for private benefit" (Lambsdorff, 2007:1). Transparency International (2005) also defines corruption as "the abuse of entrusted power for private gain". Such gain is not necessarily straightforward personal financial benefit and nor is corruption limited to only the public or private sector.

Another definition given by the Economic and Financial Crime Commission (2004), one of the many agencies established by the Federal Republic of Nigeria to fight corrupt-practices, defined corruption as:

> The non-violent criminal and illicit activity committed with objectives of earning wealth illegally either individually or in a group or organized manner thereby violating existing legislation governing the economic activities of government and its administration (Iyanda, 2012:39).

Defining corruption in this manner, the EFCC viewed it as an economic crime. This view influenced by the catalog it holds-dealing with economic crimes. But, as it would be seen in the typology of corruption, corruption involves a wide range of activities in which corruption can be found but certainly transcends it. Terrorism, for instance, is an aspect of political violence and is perpetrated for the objective of corruption (Holmes, 2010; Nwaze, 2011).

IV. Causes of Corruption

From the preceding discussions on the concept, it has become crystal clear that corruption is not motivated by a single factor alone. Hence, views also differ concerning the causes of corruption. There are many significant studies that provided explanations of the causes of corruption in Nigeria. Ulu (2009), mentioned eleven factors responsible for widespread corruption in the country. These are; selfishness, greed and ostentatious lifestyle, pressure from the home front, pressure from the larger society, fear of poverty, lack of adequate social welfare system, extreme ethnicity and unpatriotism, availability of safe havens, lack of political will, apathy on the part of most citizens, and invisible factor (evil spirit). Nwaze, (2012), on the other hand, identified five reasons why corruption has become an endemic social problem in Nigeria which include; weak institutional enforcement framework, commanders without an army (disconnect between leaders and followers in Nigeria), lack of ethical standards in governance, poor reward system and extended family.

Weak institutional enforcement mechanism, as identified by Nwaze (2012), (e.g., Lack of judicial independence; weak prosecutorial institutions), is one of Nigeria's causes of corruption. The forces that deter corruption are often weak, as some of the law enforcement agencies, if not most, are themselves corrupt. Additionally, kings, leaders, and government officials are highly unethical, and qualified associations may be unable to sanction their representatives.

Nwaobi (2004) argued that in a country where an economic condition is poor, there is a tendency for such a nation to experience a high level of corrupt practices, which further worsen the growth rates. Also, the lack of political will, as identified by Ulu (2009), is another strong factor that helps to sustain corrupt practices. However, this has generally played a role in supporting the soberest cases of entrenched political and bureaucratic corruption. Accordingly, he argued that political and economic competition could increase accountability, open up alternatives to dealing with corrupt networks, and create incentives for political leaders to move against corruption. He argued in favor of the ignorance and I-don't-care attitude of the people that Nigeria must be one of the very few countries in the world where a man's source of wealth is of no interest to his family, the public or the government. Collectivist societies, religious bodies, social clubs, and other private organizations routinely recognize and praise wealthy people who are known to be corrupt. Sociological and cultural factors like traditions, family strains on government officials, and race are also possible causes of corruption.

V. Types of Corruption

According to Otite (1986:14), corruption can be broadly classified into five, viz: Political, economic, bureaucratic, moral, and judicial corruption. Thus, the focus of this study is on judicial corruption.

a) *Political corruption*

It happens when politicians and policy-makers, who have the power to create, develop, and enforce the laws on behalf of the people, are themselves compromised. It also occurs when policy formulation and legislation tailored to benefit politicians and law-makers.

b) *Economic corruption*

It involves manufacturing fake goods, piracy, i.e., copying another person's intellectual work to illegally enrich oneself (Plagiarism), fraud at all levels of the economic or business transaction.

c) *Bureaucratic corruption*

Bureaucratic corruption involves buying favors from bureaucrats who formulate and administer government social, economic, and political policies. The areas chiefly involved are the acquisition of foreign exchange, industrial establishment avoidance of tax, and the like (Otite 1986: 14). This occurs in the public administration or the implementation end of politics. It is the kind of corruption the citizens encounter daily at places like the hospitals, schools, local licensing offices, police stations, the various government ministries, etc. Bureaucratic corruption occurs when one obtains business from the public sector through an improper method.

d) *Moral corruption*

The anonymity in contemporary societies, particularly in urban and cosmopolitan centers, has worsened, or in some cases only created, conditions that favor moral depravity. The desire for employment, the wish to show wealth through the acquisition of women, the flashy demonstration of individual materialistic possession amid social poverty, and the exploitation of man by man-the the powerless by the powerful, etc. all belongs to the form of moral corruption.

e) *Judicial Corruption*

The alarming levels of corruption in Nigerian society moved the framers of the 1999 Constitution to declare that "the state shall abolish all corrupt practices and abuse of office." Unfortunately, the numerous corrupt practices incidents are not confined to politicians and government officials but extend to the judiciary as well. Nigerian judges and their leaders were unable to rise above the toxic environment in which they live and function. Though, democracies all over the world deal with judicial corruption, slacking moral values, mounting economic hardships, and ineffective detection and enforcement mechanisms have turned this aberrant conduct into a full-blown national plague. Abuse of power by the courts for private gain is no longer an aberration or isolated behavior. It is disturbingly a dominant and recurring characteristic of the Nigerian judiciary. Acts often involve a vicious dynamic in which judges trade injustice for personal gains and favors. They prefer to do what most Nigerian public servants do, using their official positions to raise their social income and strength. Despite the provisions of the Code of Conduct for Judicial Officers, and criminal laws that require officers to refrain from engaging in unethical and corrupt behavior, every aspect of the process has succumbed to the scourge of corruption.

By inference, judicial corruption is acts or omissions that constitute the use of public authority for the private benefit of judges, court, and other justice sector personnel that result in the improper and unfair delivery of judicial decisions. Judicial corruption includes improper use of judicial discretion, favoritism, promises of office or special favors, coercion, intimidation, and interference with freedom of election (Ayodeji & Odukoya, 2014).

Judicial corruption can be categorized into two, this includes administrative and operational corruption. Administrative corruption arises when court administrative employees violate formal administrative procedures for their private benefit at the same time, operational corruption takes place in grand corruption schemes where political and considerable economic interests are at stake (Langseth, 2010).

VI. Nature of Corruption among Judiciary in Nigeria

The corrupt practices pervasive among the Nigerian Judiciary include; bribery, fraud, nepotism, and cronyism. Bribery has been defined as an act of giving or taking money or something valuable in order to gain favor in a dishonest manner (Okeyim, 2013). In Nigeria, attempting, providing, giving, soliciting, or accepting a bribe is considered as an offense that carries with it either criminal or civil liability. Bribery, by implication, is a corrupt act that violates a public servant's responsibilities to members of the public. It involves the violation of public trust. It encourages unfair or underserved benefits or advantages (Ogbu, 2011). Bribery can also be successful if there is existing trust between the giver and receiver. This, therefore, makes bribery a joint activity that involves two sides of a transaction. Criteria such as openness, freedom, and a good feeling by both parties (i.e., Both parties must be happy about the exchange) is used to distinguish between a bribe and gifts. Still, where there are elements of secrecy, coercion, and obligation, such is considered as a bribe and not a gift (Okeyim, 2013). In Nigeria, bribery is a very common form of corruption that occurs in the judiciary. For example, with the coming of Jonathan as the President Federal Republic of Nigeria, with vast financial inducements to rig cases before them, Nigerian judicial officers handling election petitions now qualify to be inducted into the inner sanctum of the super-rich overnight. Many cases abound at the level of the state where judges are often pressured by the governors to pause, pervert the case or do something scandalous to help those who lose out in elections (Aver & Orban, 2014).

Fraud is one of the common corrupt practices in the Nigerian Judiciary. Fraud is considered an act of deceit or misrepresentation. In Nigeria, the loss of revenue resulting from fraudulent activities amounts to about $40 billion a year (Tell, 2010). In the judiciary, fraud involves receiving bribes to compromise the application of the rule of law, compromise in the interpretation of the law.

This ruling by the apex court was quite unfortunate and damaging for the image of the judiciary. The court should have made a pronouncement on the illegality and unconstitutionality of the action of corporate Nigeria in making a political donation in billions of naira to President Obasanjo's re-election campaign when the constitution in an unambiguous term expressly prohibits it. The above analyses portray the judiciary as not only compromising the law but laying dangerous precedents for corrupt practices to thrive in Nigeria. It is based on all these compromising applications of the rule of law that the issue of corruption within the judicial system in Nigeria generated. A good example can be drawn from the recent cases of corrupt practice among some judicial officials, for instance, the charge of fund diversion against the Chief Registrar of the Supreme Court, Ahmed Saleh, and two other officials of the court. They were accused of diverting for about N2.2 billion belonging to the court. Another example, where the Department of State Security (DSS) revealed that it recovered over N93 million and $530,000 cash from three arrested judges. Thus with these, and other reasons, it can be deduced that "fraud" is another form of corruption that is common in the Nigerian Judiciary.

Furthermore, Osuji (2012), asserts that it is painfully enough the judiciary at the state level today is an obviously frustrating democratic process in Nigeria, some cases are so theatrical to the point that one began to wonder what has become of the Nigerian judiciary. Even when the National Assembly tried to address the problem stemming from endless adjournments of cases, especially in matters of the election, they made the matter worse. It played well in the hands of some of the clearly corrupt judges and politicians by setting a time limit for finishing any election case (Aver & Orban, 2014).

They exploited the situation as they were suspected of entering into an agreement with the affected governors by delaying the cases until they became technically dead which is the expiry of the time limit. For example, the case of, among others, Benue, Akwa-Ibom, Jigawa, Borno, and Imo states is still fresh in Nigerian memory. Even some cases were thrown out on a mere flimsy excuse of time frame which was too obvious and clear. Many judges take pleasure in granting unwarranted adjournments to waste the apparent time so it does not add to the efficiency of the justice system. Yet they subscribe to the axiom of legal truth, "justice delayed is denied justice." In situations, in particular political circumstances, they prey on any little loophole to either dismiss the case or embark on the escape of endless adjournments. As asserted by Morris Cane, “Any technicality in law used to dismiss a case is not a true justice; if dispensed, it is justice denied over the influence of remote reasons because it is not the real justice” (Osuji, 2012).

VII. Causes of Judicial Corruption in Nigeria

An important move in the fight against corruption in the judiciary is to look at the causes which lead to corrupt practices. There are no common general factors for all states that contribute to corrupt judiciaries. On the contrary, the causes appear to be country-specific. Some of the causes of corruption among the judiciary in Nigeria are:

a) *Intimidation of Judges*

Available evidence indicates that rich and powerful Nigerians are instinctively resistant to attempts to mediate conflicts and disputes through the judicial process. Their preferred mode of operation is to blunt justice demands by embarking on a dual strategy of intimidation and manipulation. The dominant mentality is to threaten and bully those who refuse to be bribed. Bribery usually involves money, but may also include higher-bank promises of elevation. Intimidation of judicial officers stretches from the lower courts to the Supreme Court to all branches of the judiciary. The murder trial of those accused of murdering the late Attorney General, Bola Ige, was postponed for a long time because three judges refused to continue hearing the case separately, citing pressure from unidentified highly placed persons. Judge Moshod Abaas recused himself, citing unprecedented quarterly stresses. This situation accurately illustrates the unfortunate and uncomfortable situation in which judges find themselves after taking jurisdiction in high-profile cases (Nwaze, 2011).

b) *Non-transparency in Judicial staff recruitment process*

It is another cause of systematic corrupt behavior, since the court staff then may be influenced by external interests from the very beginning. Other potential factors that affect judicial independence are political instability and democratic insecurity. In general, it appears that states with high political rivalry and a regular change in power tend to have a higher level of integrity of the justice system. For states with only one powerful political group, the political party is more likely to control the judiciary's work to preserve its political power (Osoba, 1996).

c) *Absence of Technological Equipment*

Another factor that makes corrupt behavior go unnoticed can be the absence of technological equipment, such as updated databases to keep a record of judgments. Insufficient computer systems can also slow down court processes, leading to a higher level of corruption, as paying a bribe could be a way to get it. Another potential factor is lack of transparency; if an illegal activity can be concealed in complex procedural processes and press courtrooms are closed and therefore never revealed to the public, wrongdoing is easier to overcome, and evidence against it becomes more difficult to find. (Nwaze, 2011).

d) *Weak Judicial System*

The poor judiciary is a grave cause of corruption. Most often, judicial systems are weak because of poor service conditions. It is the poor who suffer the brunt of injustices in such situations, as the rich always have a better chance of getting justice over the poor. Also, the lack of a clear separation of powers between the judiciary and the executive arms often leads the latter to exercise undue influence over the former. Deficiencies in the legal system can also exacerbate unfair political or economic situations. Disparate treatment by authorities will undermine the trust of non-dominant groups that the system can address their grievances and leave no alternative to violence. For example, where access to and transparency of the justice system is restricted to those who speak an official language (bribery), ethnic groups who speak different languages are left outside the legal system. Consequently, a functioning legal system is important for sustainable democracy (Osoba, 1996).

e) *Get-rich-quick Syndrome*

There is no doubt that the professionals, most of whom are members of the middle class, are anxious to succeed in the shortage possible time, and in the process, they inevitably get enticed and mixed up in fraud and corruption. However, judges together with other judicial officials feel the need to maintain the status and living standards of the social groups they aspire to remain part, and this often requires more money than they earn, as such they tend to engage in corrupt practices to acquire wealth (Nwaze, 2011).

VIII. Effects of Judicial Corruption on the Public in Nigeria

Abdulkarim (2012) asserts that to maintain rule and regulation, the judiciary's primary role as the third arm of government is to defend and uphold the Nigeria Constitution and assure that the rule of law prevails. Under that general duty and authorization, the everyday work of the judiciary reveals to some extent the level of a court's or judge's rule. However, a persistent element in the judiciary's role at every level is the protection of each individual's Constitutional, human, civil, and legal rights. The judiciary also has an important role to play in protecting the people from the corruption of others, protecting the vulnerable from the strong and the helpless from the powerful and protecting persons from the State's unwarranted or unconstitutional exercise of control. In fact, the judiciary plays a vital role in preserving domestic tranquility by establishing a formal institutionalized platform to address discord and vindicate civil and criminal misdeeds. But the position of the judiciary becomes questionable in the public eyes, due to the high level of corruption within the judiciary. The judiciary is also afflicted with major ethical problems, including an overly nepotistic way of appointing judges and elevating them to higher judicial benches, and cases of corruption and perversion of justice, as well as human rights violations (Ogunye, 2011).

Judicial corruption has forced citizens to view with caution the role of the courts as impartial dispensers of justice. Nigerians are increasingly moving away from the concept of courts as neutral dispensers of justice, to the model of *"cash and carry"* impartiality, where judges overlook standards and even the law to weaken justice. Someone who pays money or is motivated to advance the career of a judge can control the decision and manipulate decisions and orders in his favor. Instinctively, people are wary of judges, and maybe for good reasons. Despite mounting public criticism, the judiciary repeatedly shows a tendency, especially in high-profile and election cases, to lend its mechanism to serving the influential, well-connected, and wealthy people.

The public perception of judicial corruption is so deeply embedded that citizens ascribe corrupt motives to honest judges who render decisions they find objectionable. Court decisions are often viewed by many as motivated by crooked drives. When, for example, the Supreme Court ruled that the son of the former dictator Abacha was not a party to the murder of the late Alhaja Kudirat Abiola, rumor mills all over the country were agog that corrupt motives dictated the outcome of the case. Similarly, the assertion that the acquittal of those accused of killing the late justice minister Bola Ige was motivated by corruption continues to gain currency despite the absence of credible evidence to substantiate allegations of judicial corruption (Osita, 2003).

Corruption in the judiciary has the potential to do far more damage to society than elsewhere. An independent, impartial judiciary often cited as a fundamental institution supporting civil society and a well-functioning economy. When judicial decisions become suspect due to corruption, businesses reduce productivity, particularly those with potential for disputes such as long term investment contracts or the production of goods. Again, an independent, impartial, fair, and equitable legal system and a non-corrupt judiciary is the core of the rule of law, human rights protection, and supervision of executive as well as economic development. Corruption in the judiciary is one of the greatest challenges to the effective protection of rights, as individuals defend themselves in independent and impartial courts when they claim violations of individual rights. With their monopoly, courts have a tremendous responsibility for resolving all conflicts of a judicial nature and corrupt courts can not assume that responsibility (Transparency International, 2007).

In general, it's argued that the clear evidence of corruption in the judiciary has posed a great danger for the country. It's especially true when one views the role of the judiciary as the interpreter of legislation and guardian of the constitution in connection with the enforcement of the anti-corruption legislation. This role has placed the judiciary in a higher position than the executive or the legislative. It may amount to a waste of government's efforts to fight corruption if the judiciary alone can pronounce legislation or the acts and deeds of the legislative and executive unconstitutional, which is itself embroiled in corruption (Kayode, 1993).

IX. Theoretical Discourse

a) *Structural Strain/Anomie theory*

The Social structure theory can explain why judicial workers engage in corruption as innovators. 'Innovation' describes a situation where an individual has been socialized into accepting the goal of material success, but, faced with a lack of legitimate means for achieving the goal, resorts to deviance. However, corrupt individuals, for example, tend to accept the societal goals by engaging themselves into legitimate activities but unfortunately, they tend to deviate by trying to earn money through illegitimate means. For instance, in some institutions like the judiciary, a judge or other judicial officials may collect bribes, kickbacks, from the parties involved in judicial proceedings, and as such he deviates from a legalized way of dispensing justice, therefore becoming an "innovator". Examples can be drawn from recent cases of corrupt practices among some of the judicial officials which led to their arrest by the Department of State Security, which includes but not limited to the following: Justice Sylvester Ngwuta and Inyang Okoro of the Supreme Court, Justice Muhammad Ladan Tsamiya; Justice Adeniyi Ademola. However, the aforementioned judicial officials could be regarded as "innovators" because they tried to change the legitimate means of attaining the goals of the institution (judiciary).

X. Methodology

a) Study population

It's consists of all people living within the Dutse metropolis that were available during the study. The target population of this study includes persons aged 18years and above (both males and females) who reside in Dutse Metropolis. Others include judges, legal practitioners, clerks, registrars, and academics in Dutse Metropolis.

b) Sample size and sampling procedure

This research sampled a total of 119 respondents. Two (2) political wards were purposely selected (i.e Kachi and Limawa ward), out of the eleven (11) wards in Dutse L.G.A. The justification for the two is because; they are the only that are within Dutse metropolis, while the remaining wards are outside Dutse metropolis. However, Simple Random Sampling through Simple Lottery Method (SLM) was used to select respondents from the two political wards that were selected.

Eighty (80) respondents were selected from the Kachi ward, while thirty (30) respondents were selected from the Limawa ward. The justification for selecting more respondents from the Kachi ward is because it has the highest population than Limawa, and also it forms part of the Dutse Metropolis. Therefore, respondents from the two political wards drawn disproportionately.

While for the In-depth Interview (IDI), convenience sampling used to select participants, which include: one (1) judge, two (2) legal practitioners, two (2) Clerks of the court, two (2) registrars, and two (2) academics. A total of nine (9) participants selected for the in-depth interview. Thus, a total of 119 respondents is the sample of the study.

c) Data collection

The study used both quantitative and qualitative techniques. For the quantitative technique, questionnaires were administered, and for the qualitative, an In-depth Interview (IDI) was conducted. The questionnaire comprises of both closed and opened-ended questions.

XI. Discussion of Research Findings

a) Socio-demographic of respondents

The data revealed that 58.1% of the respondents were male, while 41.9 of the respondents were female.12.9 % of the respondents were within the age of 18-22, while 37.6 % were within 23-27, 19.4 % were within 28-32, and 30.1 % were within the age of 33, and above.32.3 % were married, 55.9% were single and 6.5 % were divorced in comparison 5.4 % respondents represented others, which are widowed and separated. 22.6 % of the respondents attained Qur'anic education, while 9.7 % primary education, 30.1 % secondary education, 36.6% tertiary education, and 1.1 % did not respond to the question.

While 79.6 % of the respondents were Muslims, 17.2 % were Christians. On the other hand, 3.2 % of the respondents were traditionalists. 25.8 % were civil servants, 17.2% of the respondents were public servants, while 24.7% of the respondents were farmers, and 31.2 % of the respondents were others, such as students, artists, and businessmen/women, and 1.1 % did not respond. 62.4% of the respondents earned less than N100,000, 14.0% earned N101,000-120,000 monthly, 8.6% earned between 120,000-130,000, 3.2 % earned N131,000 and above monthly. On the other hand, 11.8 % did not respond.

However, the findings indicated that most of the respondents were male (58.1%) who were within the age of 23-27 years (37.6 %) and were mostly single, with 55.9% who attained tertiary education (36.6 %). Also, they were mostly Muslims (79.6 %) civil servants (31.2%) who earned less than N100, 000 monthly (62.4%).

b) Corruption is Pandemic among Judicial Workers in Nigeria

The finding shows that 45.2% of the respondents strongly agreed that corruption is pandemic among judicial workers in Nigeria, and 47.3% agreed, 7.5% disagreed. This indicates that the majority of the respondents agreed and strongly agreed that corruption is pandemic among judicial workers in Nigeria.

c) Most Common Form of Corruption among Nigerian Judiciary

The data indicate that 49.5% of the respondents suggest that the most common form of corruption among the Nigerian judiciary is bribery, 15.1% suggested fraud, and 20.4% said favoritism and nepotism, while 15.1% suggested embezzlement. The finding indicates that the majority of the respondents believed that bribery is the most common form of corruption among the Nigerian judiciary.

d) Victims of judicial corruption

The result indicates that 18.3% of the respondents were victims of judicial corruption, while 81.7% did not fall as victims of judicial corruption. The finding shows that majority of the respondents were not victimized.

However, among the 18.3% of respondents that were victims of judicial corruption, some asserted that they bought a recharge card to the clerk of one court before he called the registrar for them. Others stated that they gave something in kind to the judge of magistrate court and the case was treated at their discretion, others also affirmed that they gave money to the registrar before he files their cases before the court of law. In comparison some confirmed that, they paid legal aid officers some cash before they represent their case before the court of law.

e) The most Corrupt Judicial Workers

The findings show that 33.3% of the respondents believed that judges are the most corrupt judicial workers, in comparison 34.4% of the said lawyers, 18.3% registrars, and 9.7% said prosecutors, while 4.3% stated others such as court clerks and messengers. The finding indicated that the majority of the respondents believed that lawyers are the most corrupt judicial workers. This is why because; they are the ones that usually first come into contact with litigants.

In an in-depth interview with a Registrar of the magistrate court, he asserted that:

> Most of the corrupt judicial workers are clerks and messengers because they are the ones that have less or lower salary packages within the judiciary most people usually first meet them to assist them on how to process their case before the court. As such they often use that as an advantage to collect money from them (more especially those from remote areas).

The study revealed that the majority of the respondents agreed and strongly agreed that corruption is pandemic among judicial workers in Nigeria. Subsequently, most of the respondents also believed that bribery is the most common form of corruption among the Nigerian judiciary, and most of them supposed that judges and lawyers as the mainly corrupt judicial workers. This finding is in line with the observation of Okeyim, (2013), where he confirmed that corrupt practices pervasive among the Nigerian judiciary include; bribery, fraud, nepotism, and cronyism. Also, Aver & Orban (2014) affirmed that, in Nigeria, bribery is a very widespread form of corruption that occurs in the judiciary. For example, with the coming of Jonathan as the President Federal Republic of Nigeria, with massive financial inducements to rig cases before them, Nigerian judicial officers handling election petitions now qualify to be inducted into the inner sanctum of the super-rich overnight.

f) Causes of Corruption among Nigerian Judiciary

The study indicated that 17.2% agreed on the weak judicial system, 12.9% agreed that get rich quick syndrome is a factor that causes judicial corruption, 16.1% influence of political leaders is a factor that causes judicial corruption, 52.7% agreed on all factors mentioned. While on the other hand, 1.1% represents others who cited poor salary package. The findings revealed that the weak judicial system, get rich quick syndrome, and the influence of political leaders are the factors that cause corruption in the judicial system.

In an in-depth interview with the Chief Magistrate Court II, on the causes of judicial corruption, he asserted that:

> The weak judicial system is a major cause of corruption in the justice system. Most often, due to poor conditions of service, the justice systems are weak. It is the poor who bear the brunt of injustices in these cases because the wealthy still have a greater chance of getting justice over the poor.

In an in-depth interview with a legal practitioner also on the causes of judicial corruption, he revealed that:

> Lack of adequate incentives is one of the factors that usually render corrupt judicial workers. Judicial employees are typically not given the freedom to participate in other business because of the complexity of their duties. Their salaries are the only source of income they have and not even the salaries are adequate to meet their basic needs. As such they have recourse to corruption to make their lives standard.

g) Litigants Standing Trial induces Corruption within the Judiciary

The findings indicated that 47.3% of the respondents agreed that litigants standing trial induce corruption within the judiciary, while 11.8% disagreed. And 40.9% do not have an idea. Therefore, most of the respondents believed that litigants standing trial induce corruption within the judiciary.

In an in-depth interview with the registrar (process) of the magistrate court on whether litigants standing trial induce corruption within the judiciary. He asserted that,

> Most of the parties involved in both criminal and civil litigations usually induce corruption within the judiciary, because most a time people tried to offer me something to make the judge terminate their case. There are some people that will ask me to tell them how much I want for me to make him favor their client.

The study also revealed that most of the respondents believed that the weak judicial system, get rich quick syndrome, the influence of political leaders are the major factors that cause corruption among the Nigerian judiciary. However, this finding is in line with what Aver & Orban, (2014) earlier stated on the influence of political leaders over the judiciary. They opine that many cases (more especially election cases) abound at the federal and state level where judges are frequently influenced by the executives to delay, pervert the case or do something scandalous to favor those who lost out in an election.

Also, Nwaze (2011) stated that there is no doubt that the professionals, most of whom are members of the middle class, are anxious to succeed in the shortage possible time. In the process, they inevitably get enticed and mixed up in fraud and corruption. He added that judges together with other judicial officials also feel the need to maintain the status and living standards of the social groups they aspire to remain part of, and this often requires more money than they earn, as such they tend to engage in corrupt practices to acquire wealth.

h) Judicial Corruption has an Effect on the General Public

The results show that 47.3 % of the respondents strongly agreed that judicial corruption has an effect on the general public, while 40.9% agreed, 10.8% disagreed and 1.1% strongly disagreed. Therefore, the majority of the respondents strongly agreed that judicial corruption has an effect on the general public.

i) Major Effect of Judicial Corruption on the General Public

The study shows that 16.1 % of the respondents believed that delay in the proceeding is one of the major effects of judicial corruption, in comparison 18.3% believed that violation of individual's right, 10.8% said making the public lose confidence in the judiciary and 54.8% agreed on all factors mentioned. Therefore, the finding indicates that delay in proceedings, violation of an individual's rights and making the public lose confidence in the judiciary are the major effects of judicial corruption on the general public.

Subsequently, other respondents believed that judicial corruption has an effect on the general public because it ends up impoverishing the poor/less privileged in the society and it leads to the proliferation of crime because criminals are freed to continue their criminality. Some of the respondents stated that it encourages corruption in all sectors of the economy and makes other institutions to become corrupt. Others believed that it leads to inequality, injustice, and violation of human rights in society. Similarly, some stressed that it distorts the country's democracy and also makes justice for sale. Others revealed that it affects other agents of the criminal justice system (police and prison), and also it undermines the role of the judicial system.

In an interview with a legal practitioner on the effects of judicial corruption, he asserted that:

> One of the side effects of a corrupt judiciary is that it becomes inevitably too weak and increasingly incapable of discharging its critical responsibilities to the society, especially to the poor and vulnerable. If the judiciary is corrupt, those who do not have money will suffer the most, because "cash and carry" is justice.

In an interview with a university lecturer on the effects of judicial corruption on the general public, he asserted that:

> Judicial corruption encourages corruption in all sectors of the economy because they are regarded as the last hope of the common man, therefore if they become corrupt other sectors of the economy will invariably embroil into corruption.

On the effects of judicial corruption on the general public, the findings revealed that the majority of the respondents agreed and strongly agreed that judicial corruption has an effect on the general public. Subsequently, most of the respondents believed that delay in proceedings, violation of an individual's rights, making the public lose confidence in the judiciary are the major effects of judicial corruption on the general public. However, this finding is in line with the observation of Transparency International (2007), where they stated that Corruption in the judiciary is one of the greatest challenges to the effective protection of rights when citizens defend themselves in independent and impartial courts when they plead infringement of individual rights. With their privilege, courts have an immense responsibility for resolving all disputes of a judicial nature, and "corrupt courts" can not accept that responsibility.

Consequently, according to Kayode, (1993), judicial corruption may amount to a waste of government's efforts to fight corruption, if the judiciary alone can pronounce legislation or the acts and deeds of the legislature and executive unconstitutional, is itself embroiled in corruption.

j) The Present Administration is making an effort to tackling Judicial Corruption

The research revealed that 26.9% of the respondents strongly agreed, while 34.4% agreed, 32.3% disagreed and 6.5% strongly disagreed. Therefore, the findings revealed that the majority of the respondents agreed that the present administration is making a good effort in tackling corruption within the judiciary.

k) Appropriate Measures by the Present institutional Mechanism of Combating Corruption

The study indicated that 25.8% of the respondents agreed that the present institutional mechanisms of combating corruption are taking appropriate measures, in comparison 39.8% believed that they are not taking appropriate measures and 34.4% represent I don't know. Therefore, the finding shows that majority of the respondents stated that the present institutional mechanisms of combating corruption are not taking appropriate measures in combating judicial corruption in Nigeria.

l) The Most Effective Institutions in Tackling Judicial Corruption

The findings revealed that 19.4% of the respondents agreed that executive could play a significant role in tackling judicial corruption, 39.8% suggested EFCC, 22.6% suggested DSS, and 16.1% says ICPC and 2.2%, on the other hand, represent others (legislative arm). Therefore, the finding revealed that the majority of the respondents suggested that EFCC can play a significant role in tackling judicial corruption. This is because they are the ones that were mostly considered to be carrying out their constitutional duties without political interference.

While on the possible solutions to judicial corruption in Nigeria, some of the respondents suggested that the government should improve the salary package of judicial workers, others suggest that Judicial appointments should be based on merit and severe punishment should be imposed on those who indulged in corrupt practices among judicial official. Subsequently, some opines that, court rulings have to be protected from political interference and judicial independence has to be assured as well as due process/the rule of law must be complied with, in the course of investigating corrupt judicial officials. Others stated that ensuring full autonomy to the agency involved in investigating judicial cases to have the power to arrest them without any hindrance.

In an in-depth interview with the Chief Magistrate, court II, Dutse, on the possible solutions to judicial corruption, he opines that:

> Corruption in Nigeria is beyond the economic and legal problems, it's a social problem. Therefore, the approach has to be multi-dimensional. To prevent the menace among the Nigerian judiciary, other arms (executive and legislative) should avoid it, because they are the ones that mostly induces corruption within the judiciary.

Similarly, in an in-depth interview with a University lecturer on the possible solutions to judicial corruption, he stated that:

> There should be transparency in the recruitment of judicial officials (more especially the judges). The government should appoint judges that have proven integrity. Their Salaries should also be improved by the government as well as adequate incentives have to be provided.

On the possible solutions to judicial corruption, the findings revealed that majority of the respondents agreed that the present administration is making a good effort to prevent corruption among the judiciary, Most of the respondents recommended that EFCC can play a significant role in tackling judicial corruption and finally, the majority of the respondents suggested that, court rulings have to be protected from political interference and severe punishment should be imposed to those caught engaging in corrupt practices among judicial workers. This finding is in agreement with the view of Aver and Orban (2014), where they recommended, that various punishments and sanctions such as death sentence, dismissal from service, suspension, compulsory retirement, and public humiliation by sending them to prisons to serve jail terms should be awarded to erring judicial officials who indulged in corrupt practice.

XII. Summary

This study focuses on the menace of corruption among judicial workers in Dutse metropolis. The background of the study was established in the introductory part. This was followed by a review of relevant literature and theories. The methodology of the research was explained and the data was analyzed. The study revealed that most of the respondents (58.1%) were males aged between 23-27 years (37.6%). Most of them were single (55.9%) and had post-primary/tertiary education (66.7%) who were mostly Muslims (79.6%), civil servants (31.2%) who mostly earned less than 100,000 (62.4%) monthly. On the nature of corruption among judicial workers in Nigeria, it revealed that 92.5% agreed and strongly agreed that corruption is pandemic among judicial workers in Nigeria, 49.5% of the respondents believed that bribery is the most common form of corruption among Nigerian judiciary, 81.7% believed that judges and lawyers mostly engage in corruption within the judiciary. On the causes of corruption, 52.7% of the respondents believed that the weak judicial system, get rich quick syndrome, the influence of political leaders are the major factors that cause corruption among Nigerian judiciary, 57.0% of the respondents did not know whether the executive arm intimidates the judicial arm in the course of discharging their constitutional duties. On the effects of judicial corruption on the general public, 88.2% of the respondents agreed and strongly agreed that judicial corruption has an effect on the general public, 54.8% of the respondents believed that delay in proceedings, violation of individual's right, making the public lose confidence in the judiciary are the major effects of judicial corruption on the general public. Similarly, the majority of the respondents also believed that judicial corruption encourages corruption in all sectors of the economy, and makes other institutions become corrupt. On the solutions to judicial corruption, 34.4% of the respondents agreed that the present administration is making a good effort to prevent corruption among the judiciary. 39.8% suggested that EFCC can play a significant role in tackling judicial corruption and finally, most of the respondents suggested that, court rulings have to be protected from political interference and severe punishment should be imposed on those caught engaging in corrupt practices among judicial workers.

XIII. Conclusion

In present-day Nigeria, Corruption has become so prevalent that it is now institutionalized. The judiciary is a vital organ, and an instrument that promotes democracy in the society said to lack free and fair in the implementation of their constitutional duties. However, based on the findings of the study, corruption is a phenomenon viewed from different perspectives as a cankerworm that has eaten up the Nigerian judiciary. The findings suggested that corruption is pandemic in the Nigerian judiciary, where both judges and lawyers engage in corruption. Also bribery and fraud are forms of corruption, which leads to compromise of the judiciary and hinders judicial effectiveness. The weak judicial system, political interference, get rich quick syndrome was considered to be the key causes of corruption within the judiciary.

XIV. Recommendations

Base on the findings of the study, the following recommendations can be made:

i. There is a need for an objective and transparent process for the appointment of judges to ensure that only the highest quality candidates are selected. Judicial workers should not feel indebted to a particular politician or senior judge who appointed them.
ii. The National Judicial Council should ensure election criteria are obvious and well-publicized to allow candidates, selectors, and others to have a clear understanding of where the election process.
iii. National Judicial Council should ensure that judicial officials have to demonstrate a record of competence and integrity before recruitment or promotion.
iv. There should be civil society participation, including professional associations linked to judicial activities, should be consulted on the merits of candidates.
v. The government should also ensure that the judicial salaries commensurate with judicial official's position, experience, performance, and professional development for the entirety of their tenure; subsequently, fair pensions should be provided on retirement by the government.
vi. Due process and rule of law must be complied with, in the course of investigating corrupt judicial officials.
vii. Severe punishment should be imposed on those who indulged in corrupt practices among judicial workers (e.g, dismissal from office, suspension, compulsory retirement, by sending them to prison to serve jail term and by executing them).
viii. Radio and television jingles should be employed to create awareness across Nigeria so that everybody (including the government) will be aware of the nature, pattern, causes, and effects of judicial corruption.

References Références Referencias

1. Abdullahi, S. A (2011) "Corruption: The problem and its contribution to criminality in Nigeria". *Criminology in Nigeria, a Reader.*
2. Abdulkarim, Y. (2012). Socio-economic Effects of Judicial Corruption in Nigeria. *International Journal of Humanities and Social Science Invention,* 1(1): 31-36.
3. Abimbola, A. (2007). Nigeria: Cesspits of Corruption. *This Day Newspaper (Lagos) Analysis 19 June 2007*
4. Agbu, O (2003), "Corruption and Human Trafficking: *The Nigerian Case", West African. Review* 4(1) 1 – 13.
5. Akers, R. L. (1991), 'Self-control as a general theory of crime', *Journal of Quantitative Criminology*, 7 (2): 01–11.
6. Aver, T. T & Orban, W. J. (2014). Judiciary and Democracy, issues in contemporary Nigerian society. *Global Journal of Arts, Humanities and Social Sciences,* 2. (1): 85-95.
7. Ayodeji G. I & Odukoya, S. I. (2014). Perception of judicial corruption: Assessing it implications for Democratic Consolidation and Sustainable Development in Nigeria. *Journal of Sustainable Development in Africa,* 16 (2): 67-80.
8. Baker, R. (2006) in Oral Evidence to the AAPPG" 19.01.06
9. Carr, C. S (2011) "Evolution of leadership preparation in the 21 Century". *NCPEA. Educational leadership review*, (1), 33-61.
10. Daily Sun (Tuesday, November 8, 2016). Justice Ngwuta hid N27m, 3 cars in Ebonyi home. Vol.13 p.6
11. Daily trust, (2016, October 10).DSS to arrest 8 more judges: 7 still in custody. p.6
12. Dike, V.E (2005) "Managing the challenges of corruption in Nigeria". Centre for social justice and human development (CSJHD), California.
13. EFCC Reports (2012). "Effects of Corruption on Nigeria's Economy". EFCC Information Communication Technology, Department. Abuja.
14. Gire, J. T.(1999), "A Psychological Analysis of Corruption in Nigeria". *Journal of Sustainable development*. Retrieved on 20th April 2007. From *http://www.jsdafrica.com/Jsda/Summer1999*.
15. Gray, C. W & Kaufmann, D (1998) "Corruption and development".
16. Holmes, L.T. (2010). "Introduction: Growing Awareness". In Holmes, L.T. (ed.) Terrorism, Organized Crime, and Corruption: Networks and Linkages. Cheltenham: Edward Elgar Publishing Ltd.
17. Idrisu, H. (2003). Zero tolerance: Public Sector Corruption in Ghana. Accra: Skills Graphix.
18. ICPC (2006). Annual Report, Abuja. Finlay Communication Ltd.
19. International Centre for Economic Growth (1999). Can Corruption be Measured ? From *http://www.Iceg.com/Jsda/Summer1999*
20. Iyanda, D.O. (2012). Corruption: Definitions, Theories and Concepts. *Arabian Journal of Business and Management Review*. 2 (4): 37-45.

21. Katz, J.(1988), Seductions of Crime, New York: Basic Books.
22. Kassahu, S. (2011). Good governance: An antidote to corruption in Africa. *Journal of Sustainable Development in Africa*, 13(5), 201-224.
23. Lambsdorff, J.G. (2007). The Institutional Economics of Corruption and Reform: Theory, evidence, and policy. Cambridge: Cambridge University Press.
24. Langseth, P (2010) "Judicial Integrity and its Capacity to Enhance the Public Interest" p 6.
25. Lillian Okenwa, Corruption in the Judiciary Threatens Democracy, THIS DAY (Nig.), Jan. 25, 2003.
26. Lipset, S. M. & Gabriel L. S.(2000), "Corruption, Culture, and Markets, in Culture Matters". New York: Basic Books.
27. Mauro, P (1995), "Corruption and Growth". *Quarterly Journal of Economics*, pp. 681-712.
28. Mauro P. (2002) "The Persistence of Corruption and Slow Economic Growth". IMF Working Paper, November, 2002.
29. Messner S. F & Rosenfeld R (1994) "Crime and the American Dream". Belmont, Calif: Wadsworth Publishing.
30. Merton, R. K.(1993; first pub. 1938), 'Social Structure and Anomie', in C. Lemert (ed.) Social Theory: The multicultural readings, Boulder, CO: Westview Press.
31. Morris, S.D. (2011). Forms of Corruption. Forum: CESifo DECI Report. 2/2011. P 3-7.
32. Mukwayanzo A.M & Lute G.T (2005) "Global Corruption Report". P 138.
33. New Telegraph Editorial (2014). "Nigeria's Latest Corruption Perception Ranking", New Telegraph, Thursday, December 4, P. 14.
34. Nwaobi, G.C., 2004. Corruption and Bribery in the Nigerian Economy: An empirical investigation. Public Economics 0404006, Econ WPA. Retrieved from: http://papers.ssrn.com/sol3/papers.cfm
35. Nwaze, C. (2012) Corruption in Nigeria Exposed. Lagos: The CIBN Press Limited.
36. Nwaze. C (2011), "Corruption in Nigeria exposed". Lagos: The CBIN press limited.
37. Ogbu, O. N. (2011). Political will and war against corruption. The National Scholars, 8(1), 24 29.
38. Ogunye, J (2011). A new Nigerian Judiciary is necessary. Sahara Reporters Commentary, October 3, 2011 - 14:29.
39. Ogunwale A. J (2012). "Combating Corruption at Fifty: A reflection beyond idealized conception". Bingham University, *Journal of Political Studies*. Vol. 2 No. 1.
40. Okeyim, M. O., Ejue B. J., & Ekanem, S. A. (2013). Governance and corruption in Nigeria: A psychological analysis. *Net Journal of Social Sciences*, 1(2): 24-32.
41. Osita Okoro, "the judiciary and the new development agenda", THIS DAY (Nig.) Dec, 22, 2003.
42. Osoba S. (1996) "Corruption in Nigeria": Historical perspective, review of African political economy. P 371-386
43. Osuji, C. (2012). Rubrics of thought: Using judiciary to kill democracy in Nigeria: Fact: Daily Independent Newspapers.
44. Otite, O. (1998). "Corruption against the Norms of African life" in O. Femi (ed.) "Effective and Efficient Implementation of Nigeria's Recent Anti-corruption legislation.
45. Radda, S. I (2011) "The Role of Corruption in the Emergence of Cyber Crime" in Bayero University *Journal of Accounting Research*. Vol. 1, No. 2.
46. Ribadu, M. N. (2003). "Economic Crime and Corruption in Nigeria: the Causes, Effects, and efforts aimed at combating these vices in Nigeria. Paper presented at the Monaco World Summit 5th International Summit on Transnational Crime Monte Carlo 23rd and 24th October 2003.
47. Sachs, G. (2007), "Corruption Remains Nigeria's Long Term Challenge". The Daily Independent Newspapers, Tuesday, 24 April 2007.
48. Siegel, L.J. (2010).Criminology: Theories, Patterns, and Typologies (Tenth Edition). Belmont: Wadsworth. Tell Magazine, no. 25 June, 28, 2010.
49. The Nation, (2016, November 4). NJC to judges under DSS, EFCC probe: step down. p.6
50. The Supreme Court and Challenges of '90s' in Alinseye George (ed.) law, justice and stability in Nigeria: Essay in honour of Justice Kayode Eso (1993) p.115.
51. Tibbets, S. & Hemmens, C. (2010).Criminological Theory. London: Sage.
52. Tierney, J.(2001), 'Audits of crime and disorder: some lessons from research', Crime Prevention and Community Safety: *An International Journal*, 3 (2), pp. 7–17.
53. Transparency International (2011) "Corruption Perception Index". Retrieved from hhtp://www. transparency.org/policy and research surveys.
54. Transparency International (TI), (1996). National integrity systems: the TI source book, Berlin.
55. Transparency International (2005) "Corruption Perception Index". Retrieved from hhtp://www. transparency.org/policy and research surveys.
56. Transparency International, (2010) "Global corruption report: Corruption in judicial system". Cambridge University Press. Retrieved from http//www.transparency.org
57. Ulu, J. (2009) "The fight against corruption: The rule of law will win. Abuja: Jerusalem.
58. Umoh, O. (2003) "Corruption in Nigeria: Perceived Challenges of the Economy". Ibadan: Long Man press.

59. Wali, O. (2012). Practical Ways to Combat Corruption in Nigeria's Justice System. Daily Newswatch, August 12. 1999 Constitution of the Federal Republic of Nigeria. Lagos: Federal Government Press.

Global Journals Guidelines Handbook 2020

www.GlobalJournals.org

Memberships

FELLOWS/ASSOCIATES OF SOCIAL SCIENCE RESEARCH COUNCIL

FSSRC/ASSRC MEMBERSHIPS

Introduction

FSSRC/ASSRC is the most prestigious membership of Global Journals accredited by Open Association of Research Society, U.S.A (OARS). The credentials of Fellow and Associate designations signify that the researcher has gained the knowledge of the fundamental and high-level concepts, and is a subject matter expert, proficient in an expertise course covering the professional code of conduct, and follows recognized standards of practice. The credentials are designated only to the researchers, scientists, and professionals that have been selected by a rigorous process by our Editorial Board and Management Board.

Associates of FSSRC/ASSRC are scientists and researchers from around the world are working on projects/researches that have huge potentials. Members support Global Journals' mission to advance technology for humanity and the profession.

FSSRC

FELLOW OF SOCIAL SCIENCE RESEARCH COUNCIL

FELLOW OF SOCIAL SCIENCE RESEARCH COUNCIL is the most prestigious membership of Global Journals. It is an award and membership granted to individuals that the Open Association of Research Society judges to have made a 'substantial contribution to the improvement of computer science, technology, and electronics engineering.

The primary objective is to recognize the leaders in research and scientific fields of the current era with a global perspective and to create a channel between them and other researchers for better exposure and knowledge sharing. Members are most eminent scientists, engineers, and technologists from all across the world. Fellows are elected for life through a peer review process on the basis of excellence in the respective domain. There is no limit on the number of new nominations made in any year. Each year, the Open Association of Research Society elect up to 12 new Fellow Members.

Benefit

To the institution

Get letter of appreciation

Global Journals sends a letter of appreciation of author to the Dean or CEO of the University or Company of which author is a part, signed by editor in chief or chief author.

Exclusive Network

Get access to a closed network

A FSSRC member gets access to a closed network of Tier 1 researchers and scientists with direct communication channel through our website. Fellows can reach out to other members or researchers directly. They should also be open to reaching out by other.

Career | Credibility | Exclusive | Reputation

Certificate

Certificate, LoR and Laser-Momento

Fellows receive a printed copy of a certificate signed by our Chief Author that may be used for academic purposes and a personal recommendation letter to the dean of member's university.

Career | Credibility | Exclusive | Reputation

Designation

Get honored title of membership

Fellows can use the honored title of membership. The “FSSRC” is an honored title which is accorded to a person’s name viz. Dr. John E. Hall, Ph.D., FSSRC or William Walldroff, M.S., FSSRC.

Career | Credibility | Exclusive | Reputation

Recognition on the Platform

Better visibility and citation

All the Fellow members of FSSRC get a badge of "Leading Member of Global Journals" on the Research Community that distinguishes them from others. Additionally, the profile is also partially maintained by our team for better visibility and citation. All fellows get a dedicated page on the website with their biography.

Career | Credibility | Reputation

Future Work

Get discounts on the future publications

Fellows receive discounts on future publications with Global Journals up to 60%. Through our recommendation programs, members also receive discounts on publications made with OARS affiliated organizations.

Career Financial

GJ Account

Unlimited forward of Emails

Fellows get secure and fast GJ work emails with unlimited forward of emails that they may use them as their primary email. For example,
john [AT] globaljournals [DOT] org.

Career Credibility Reputation

Premium Tools

Access to all the Premium Tools

To take future researches to the zenith, fellows receive access to all the premium tools that Global Journals have to offer along with the partnership with some of the best marketing leading tools out there.

Financial

Conferences & Events

Organize seminar/conference

Fellows are authorized to organize symposium/seminar/conference on behalf of Global Journal Incorporation (USA). They can also participate in the same organized by another institution as representative of Global Journal. In both the cases, it is mandatory for him to discuss with us and obtain our consent. Additionally, they get free research conferences (and others) alerts.

Career Credibility Financial

Early Invitations

Early invitations to all the symposiums, seminars, conferences

All fellows receive the early invitations to all the symposiums, seminars, conferences and webinars hosted by Global Journals in their subject.

Exclusive

Publishing Articles & Books

Earn 60% of sales proceeds

To take future researches to the zenith, fellows receive access to all the premium tools that Global Journals have to offer along with the partnership with some of the best marketing leading tools out there.

Exclusive Financial

Reviewers

Get a remuneration of 15% of author fees

Fellow members are eligible to join as a paid peer reviewer at Global Journals Incorporation (USA) and can get a remuneration of 15% of author fees, taken from the author of a respective paper.

Financial

Access to Editorial Board

Become a member of the Editorial Board

Fellows may join as a member of the Editorial Board of Global Journals Incorporation (USA) after successful completion of three years as Fellow and as Peer Reviewer. Additionally, Fellows get a chance to nominate other members for Editorial Board.

Career Credibility Exclusive Reputation

And Much More

Get access to scientific museums and observatories across the globe

All members get access to 5 selected scientific museums and observatories across the globe. All researches published with Global Journals will be kept under deep archival facilities across regions for future protections and disaster recovery. They get 10 GB free secure cloud access for storing research files.

ASSOCIATE OF SOCIAL SCIENCE RESEARCH COUNCIL

ASSOCIATE OF SOCIAL SCIENCE RESEARCH COUNCIL is the membership of Global Journals awarded to individuals that the Open Association of Research Society judges to have made a 'substantial contribution to the improvement of computer science, technology, and electronics engineering.

The primary objective is to recognize the leaders in research and scientific fields of the current era with a global perspective and to create a channel between them and other researchers for better exposure and knowledge sharing. Members are most eminent scientists, engineers, and technologists from all across the world. Associate membership can later be promoted to Fellow Membership. Associates are elected for life through a peer review process on the basis of excellence in the respective domain. There is no limit on the number of new nominations made in any year. Each year, the Open Association of Research Society elect up to 12 new Associate Members.

Benefit

To the Institution

Get letter of appreciation

Global Journals sends a letter of appreciation of author to the Dean or CEO of the University or Company of which author is a part, signed by editor in chief or chief author.

Exclusive Network

Get access to a closed network

A ASSRC member gets access to a closed network of Tier 2 researchers and scientists with direct communication channel through our website. Associates can reach out to other members or researchers directly. They should also be open to reaching out by other.

Career | Credibility | Exclusive | Reputation

Certificate

Certificate, LoR and Laser-Momento

Associates receive a printed copy of a certificate signed by our Chief Author that may be used for academic purposes and a personal recommendation letter to the dean of member's university.

Career | Credibility | Exclusive | Reputation

Designation

Get honored title of membership

Associates can use the honored title of membership. The “ASSRC” is an honored title which is accorded to a person’s name viz. Dr. John E. Hall, Ph.D., ASSRC or William Walldroff, M.S., ASSRC.

Career | Credibility | Exclusive | Reputation

Recognition on the Platform

Better visibility and citation

All the Associate members of ASSRC get a badge of "Leading Member of Global Journals" on the Research Community that distinguishes them from others. Additionally, the profile is also partially maintained by our team for better visibility and citation.

Career | Credibility | Reputation

Future Work

Get discounts on the future publications

Associates receive discounts on future publications with Global Journals up to 30%. Through our recommendation programs, members also receive discounts on publications made with OARS affiliated organizations.

Career | Financial

GJ Account

Unlimited forward of Emails

Associates get secure and fast GJ work emails with 5GB forward of emails that they may use them as their primary email. For example, john [AT] globaljournals [DOT] org.

Career | Credibility | Reputation

Premium Tools

Access to all the premium tools

To take future researches to the zenith, fellows receive access to almost all the premium tools that Global Journals have to offer along with the partnership with some of the best marketing leading tools out there.

Financial

Conferences & Events

Organize seminar/conference

Associates are authorized to organize symposium/seminar/conference on behalf of Global Journal Incorporation (USA). They can also participate in the same organized by another institution as representative of Global Journal. In both the cases, it is mandatory for him to discuss with us and obtain our consent. Additionally, they get free research conferences (and others) alerts.

Career | Credibility | Financial

Early Invitations

Early invitations to all the symposiums, seminars, conferences

All associates receive the early invitations to all the symposiums, seminars, conferences and webinars hosted by Global Journals in their subject.

Exclusive

Publishing Articles & Books

Earn 60% of sales proceeds

Associates can publish articles (limited) without any fees. Also, they can earn up to 30-40% of sales proceeds from the sale of reference/review books/literature/publishing of research paper.

Exclusive Financial

Reviewers

Get a remuneration of 15% of author fees

Associate members are eligible to join as a paid peer reviewer at Global Journals Incorporation (USA) and can get a remuneration of 15% of author fees, taken from the author of a respective paper.

Financial

And Much More

Get access to scientific museums and observatories across the globe

All members get access to 2 selected scientific museums and observatories across the globe. All researches published with Global Journals will be kept under deep archival facilities across regions for future protections and disaster recovery. They get 5 GB free secure cloud access for storing research files.

Associate	Fellow	Research Group	Basic
$4800 **lifetime designation**	$6800 **lifetime designation**	$12500.00 **organizational**	APC **per article**
Certificate, LoR and Momento 2 discounted publishing/year **Gradation** of Research 10 research contacts/day 1 **GB** Cloud Storage **GJ** Community Access	**Certificate,** LoR and Momento **Unlimited** discounted publishing/year **Gradation** of Research **Unlimited** research contacts/day 5 **GB** Cloud Storage **Online Presense** Assistance **GJ** Community Access	**Certificates,** LoRs and Momentos **Unlimited** free publishing/year **Gradation** of Research **Unlimited** research contacts/day **Unlimited** Cloud Storage **Online Presense** Assistance **GJ** Community Access	**GJ** Community Access

Preferred Author Guidelines

We accept the manuscript submissions in any standard (generic) format.

We typeset manuscripts using advanced typesetting tools like Adobe In Design, CorelDraw, TeXnicCenter, and TeXStudio. We usually recommend authors submit their research using any standard format they are comfortable with, and let Global Journals do the rest.

Alternatively, you can download our basic template from https://globaljournals.org/Template.zip

Authors should submit their complete paper/article, including text illustrations, graphics, conclusions, artwork, and tables. Authors who are not able to submit manuscript using the form above can email the manuscript department at submit@globaljournals.org or get in touch with chiefeditor@globaljournals.org if they wish to send the abstract before submission.

Before and during Submission

Authors must ensure the information provided during the submission of a paper is authentic. Please go through the following checklist before submitting:

1. Authors must go through the complete author guideline and understand and *agree to Global Journals' ethics and code of conduct,* along with author responsibilities.
2. Authors must accept the privacy policy, terms, and conditions of Global Journals.
3. Ensure corresponding author's email address and postal address are accurate and reachable.
4. Manuscript to be submitted must include keywords, an abstract, a paper title, co-author(s') names and details (email address, name, phone number, and institution), figures and illustrations in vector format including appropriate captions, tables, including titles and footnotes, a conclusion, results, acknowledgments and references.
5. Authors should submit paper in a ZIP archive if any supplementary files are required along with the paper.
6. Proper permissions must be acquired for the use of any copyrighted material.
7. Manuscript submitted *must not have been submitted or published elsewhere* and all authors must be aware of the submission.

Declaration of Conflicts of Interest

It is required for authors to declare all financial, institutional, and personal relationships with other individuals and organizations that could influence (bias) their research.

Policy on Plagiarism

Plagiarism is not acceptable in Global Journals submissions at all.

Plagiarized content will not be considered for publication. We reserve the right to inform authors' institutions about plagiarism detected either before or after publication. If plagiarism is identified, we will follow COPE guidelines:

Authors are solely responsible for all the plagiarism that is found. The author must not fabricate, falsify or plagiarize existing research data. The following, if copied, will be considered plagiarism:

- Words (language)
- Ideas
- Findings
- Writings
- Diagrams
- Graphs
- Illustrations
- Lectures

- Printed material
- Graphic representations
- Computer programs
- Electronic material
- Any other original work

Authorship Policies

Global Journals follows the definition of authorship set up by the Open Association of Research Society, USA. According to its guidelines, authorship criteria must be based on:

1. Substantial contributions to the conception and acquisition of data, analysis, and interpretation of findings.
2. Drafting the paper and revising it critically regarding important academic content.
3. Final approval of the version of the paper to be published.

Changes in Authorship

The corresponding author should mention the name and complete details of all co-authors during submission and in manuscript. We support addition, rearrangement, manipulation, and deletions in authors list till the early view publication of the journal. We expect that corresponding author will notify all co-authors of submission. We follow COPE guidelines for changes in authorship.

Copyright

During submission of the manuscript, the author is confirming an exclusive license agreement with Global Journals which gives Global Journals the authority to reproduce, reuse, and republish authors' research. We also believe in flexible copyright terms where copyright may remain with authors/employers/institutions as well. Contact your editor after acceptance to choose your copyright policy. You may follow this form for copyright transfers.

Appealing Decisions

Unless specified in the notification, the Editorial Board's decision on publication of the paper is final and cannot be appealed before making the major change in the manuscript.

Acknowledgments

Contributors to the research other than authors credited should be mentioned in Acknowledgments. The source of funding for the research can be included. Suppliers of resources may be mentioned along with their addresses.

Declaration of funding sources

Global Journals is in partnership with various universities, laboratories, and other institutions worldwide in the research domain. Authors are requested to disclose their source of funding during every stage of their research, such as making analysis, performing laboratory operations, computing data, and using institutional resources, from writing an article to its submission. This will also help authors to get reimbursements by requesting an open access publication letter from Global Journals and submitting to the respective funding source.

Preparing your Manuscript

Authors can submit papers and articles in an acceptable file format: MS Word (doc, docx), LaTeX (.tex, .zip or .rar including all of your files), Adobe PDF (.pdf), rich text format (.rtf), simple text document (.txt), Open Document Text (.odt), and Apple Pages (.pages). Our professional layout editors will format the entire paper according to our official guidelines. This is one of the highlights of publishing with Global Journals—authors should not be concerned about the formatting of their paper. Global Journals accepts articles and manuscripts in every major language, be it Spanish, Chinese, Japanese, Portuguese, Russian, French, German, Dutch, Italian, Greek, or any other national language, but the title, subtitle, and abstract should be in English. This will facilitate indexing and the pre-peer review process.

The following is the official style and template developed for publication of a research paper. Authors are not required to follow this style during the submission of the paper. It is just for reference purposes.

Manuscript Style Instruction (Optional)

- Microsoft Word Document Setting Instructions.
- Font type of all text should be Swis721 Lt BT.
- Page size: 8.27" x 11'", left margin: 0.65, right margin: 0.65, bottom margin: 0.75.
- Paper title should be in one column of font size 24.
- Author name in font size of 11 in one column.
- Abstract: font size 9 with the word "Abstract" in bold italics.
- Main text: font size 10 with two justified columns.
- Two columns with equal column width of 3.38 and spacing of 0.2.
- First character must be three lines drop-capped.
- The paragraph before spacing of 1 pt and after of 0 pt.
- Line spacing of 1 pt.
- Large images must be in one column.
- The names of first main headings (Heading 1) must be in Roman font, capital letters, and font size of 10.
- The names of second main headings (Heading 2) must not include numbers and must be in italics with a font size of 10.

Structure and Format of Manuscript

The recommended size of an original research paper is under 15,000 words and review papers under 7,000 words. Research articles should be less than 10,000 words. Research papers are usually longer than review papers. Review papers are reports of significant research (typically less than 7,000 words, including tables, figures, and references)

A research paper must include:

a) A title which should be relevant to the theme of the paper.
b) A summary, known as an abstract (less than 150 words), containing the major results and conclusions.
c) Up to 10 keywords that precisely identify the paper's subject, purpose, and focus.
d) An introduction, giving fundamental background objectives.
e) Resources and techniques with sufficient complete experimental details (wherever possible by reference) to permit repetition, sources of information must be given, and numerical methods must be specified by reference.
f) Results which should be presented concisely by well-designed tables and figures.
g) Suitable statistical data should also be given.
h) All data must have been gathered with attention to numerical detail in the planning stage.

Design has been recognized to be essential to experiments for a considerable time, and the editor has decided that any paper that appears not to have adequate numerical treatments of the data will be returned unrefereed.

i) Discussion should cover implications and consequences and not just recapitulate the results; conclusions should also be summarized.
j) There should be brief acknowledgments.
k) There ought to be references in the conventional format. Global Journals recommends APA format.

Authors should carefully consider the preparation of papers to ensure that they communicate effectively. Papers are much more likely to be accepted if they are carefully designed and laid out, contain few or no errors, are summarizing, and follow instructions. They will also be published with much fewer delays than those that require much technical and editorial correction.

The Editorial Board reserves the right to make literary corrections and suggestions to improve brevity.

Format Structure

It is necessary that authors take care in submitting a manuscript that is written in simple language and adheres to published guidelines.

All manuscripts submitted to Global Journals should include:

Title

The title page must carry an informative title that reflects the content, a running title (less than 45 characters together with spaces), names of the authors and co-authors, and the place(s) where the work was carried out.

Author details

The full postal address of any related author(s) must be specified.

Abstract

The abstract is the foundation of the research paper. It should be clear and concise and must contain the objective of the paper and inferences drawn. It is advised to not include big mathematical equations or complicated jargon.

Many researchers searching for information online will use search engines such as Google, Yahoo or others. By optimizing your paper for search engines, you will amplify the chance of someone finding it. In turn, this will make it more likely to be viewed and cited in further works. Global Journals has compiled these guidelines to facilitate you to maximize the web-friendliness of the most public part of your paper.

Keywords

A major lynchpin of research work for the writing of research papers is the keyword search, which one will employ to find both library and internet resources. Up to eleven keywords or very brief phrases have to be given to help data retrieval, mining, and indexing.

One must be persistent and creative in using keywords. An effective keyword search requires a strategy: planning of a list of possible keywords and phrases to try.

Choice of the main keywords is the first tool of writing a research paper. Research paper writing is an art. Keyword search should be as strategic as possible.

One should start brainstorming lists of potential keywords before even beginning searching. Think about the most important concepts related to research work. Ask, "What words would a source have to include to be truly valuable in a research paper?" Then consider synonyms for the important words.

It may take the discovery of only one important paper to steer in the right keyword direction because, in most databases, the keywords under which a research paper is abstracted are listed with the paper.

Numerical Methods

Numerical methods used should be transparent and, where appropriate, supported by references.

Abbreviations

Authors must list all the abbreviations used in the paper at the end of the paper or in a separate table before using them.

Formulas and equations

Authors are advised to submit any mathematical equation using either MathJax, KaTeX, or LaTeX, or in a very high-quality image.

Tables, Figures, and Figure Legends

Tables: Tables should be cautiously designed, uncrowned, and include only essential data. Each must have an Arabic number, e.g., Table 4, a self-explanatory caption, and be on a separate sheet. Authors must submit tables in an editable format and not as images. References to these tables (if any) must be mentioned accurately.

Figures

Figures are supposed to be submitted as separate files. Always include a citation in the text for each figure using Arabic numbers, e.g., Fig. 4. Artwork must be submitted online in vector electronic form or by emailing it.

Preparation of Eletronic Figures for Publication

Although low-quality images are sufficient for review purposes, print publication requires high-quality images to prevent the final product being blurred or fuzzy. Submit (possibly by e-mail) EPS (line art) or TIFF (halftone/ photographs) files only. MS PowerPoint and Word Graphics are unsuitable for printed pictures. Avoid using pixel-oriented software. Scans (TIFF only) should have a resolution of at least 350 dpi (halftone) or 700 to 1100 dpi (line drawings). Please give the data for figures in black and white or submit a Color Work Agreement form. EPS files must be saved with fonts embedded (and with a TIFF preview, if possible).

For scanned images, the scanning resolution at final image size ought to be as follows to ensure good reproduction: line art: >650 dpi; halftones (including gel photographs): >350 dpi; figures containing both halftone and line images: >650 dpi.

Color charges: Authors are advised to pay the full cost for the reproduction of their color artwork. Hence, please note that if there is color artwork in your manuscript when it is accepted for publication, we would require you to complete and return a Color Work Agreement form before your paper can be published. Also, you can email your editor to remove the color fee after acceptance of the paper.

Tips for writing a good quality Social Science Research Paper

Techniques for writing a good quality homan social science research paper:

1. Choosing the topic: In most cases, the topic is selected by the interests of the author, but it can also be suggested by the guides. You can have several topics, and then judge which you are most comfortable with. This may be done by asking several questions of yourself, like "Will I be able to carry out a search in this area? Will I find all necessary resources to accomplish the search? Will I be able to find all information in this field area?" If the answer to this type of question is "yes," then you ought to choose that topic. In most cases, you may have to conduct surveys and visit several places. Also, you might have to do a lot of work to find all the rises and falls of the various data on that subject. Sometimes, detailed information plays a vital role, instead of short information. Evaluators are human: The first thing to remember is that evaluators are also human beings. They are not only meant for rejecting a paper. They are here to evaluate your paper. So present your best aspect.

2. Think like evaluators: If you are in confusion or getting demotivated because your paper may not be accepted by the evaluators, then think, and try to evaluate your paper like an evaluator. Try to understand what an evaluator wants in your research paper, and you will automatically have your answer. Make blueprints of paper: The outline is the plan or framework that will help you to arrange your thoughts. It will make your paper logical. But remember that all points of your outline must be related to the topic you have chosen.

3. Ask your guides: If you are having any difficulty with your research, then do not hesitate to share your difficulty with your guide (if you have one). They will surely help you out and resolve your doubts. If you can't clarify what exactly you require for your work, then ask your supervisor to help you with an alternative. He or she might also provide you with a list of essential readings.

4. Use of computer is recommended: As you are doing research in the field of homan social science then this point is quite obvious. Use right software: Always use good quality software packages. If you are not capable of judging good software, then you can lose the quality of your paper unknowingly. There are various programs available to help you which you can get through the internet.

5. Use the internet for help: An excellent start for your paper is using Google. It is a wondrous search engine, where you can have your doubts resolved. You may also read some answers for the frequent question of how to write your research paper or find a model research paper. You can download books from the internet. If you have all the required books, place importance on reading, selecting, and analyzing the specified information. Then sketch out your research paper. Use big pictures: You may use encyclopedias like Wikipedia to get pictures with the best resolution. At Global Journals, you should strictly follow here.

6. Bookmarks are useful: When you read any book or magazine, you generally use bookmarks, right? It is a good habit which helps to not lose your continuity. You should always use bookmarks while searching on the internet also, which will make your search easier.

7. Revise what you wrote: When you write anything, always read it, summarize it, and then finalize it.

8. Make every effort: Make every effort to mention what you are going to write in your paper. That means always have a good start. Try to mention everything in the introduction—what is the need for a particular research paper. Polish your work with good writing skills and always give an evaluator what he wants. Make backups: When you are going to do any important thing like making a research paper, you should always have backup copies of it either on your computer or on paper. This protects you from losing any portion of your important data.

9. Produce good diagrams of your own: Always try to include good charts or diagrams in your paper to improve quality. Using several unnecessary diagrams will degrade the quality of your paper by creating a hodgepodge. So always try to include diagrams which were made by you to improve the readability of your paper. Use of direct quotes: When you do research relevant to literature, history, or current affairs, then use of quotes becomes essential, but if the study is relevant to science, use of quotes is not preferable.

10. Use proper verb tense: Use proper verb tenses in your paper. Use past tense to present those events that have happened. Use present tense to indicate events that are going on. Use future tense to indicate events that will happen in the future. Use of wrong tenses will confuse the evaluator. Avoid sentences that are incomplete.

11. Pick a good study spot: Always try to pick a spot for your research which is quiet. Not every spot is good for studying.

12. Know what you know: Always try to know what you know by making objectives, otherwise you will be confused and unable to achieve your target.

13. Use good grammar: Always use good grammar and words that will have a positive impact on the evaluator; use of good vocabulary does not mean using tough words which the evaluator has to find in a dictionary. Do not fragment sentences. Eliminate one-word sentences. Do not ever use a big word when a smaller one would suffice.

Verbs have to be in agreement with their subjects. In a research paper, do not start sentences with conjunctions or finish them with prepositions. When writing formally, it is advisable to never split an infinitive because someone will (wrongly) complain. Avoid clichés like a disease. Always shun irritating alliteration. Use language which is simple and straightforward. Put together a neat summary.

14. Arrangement of information: Each section of the main body should start with an opening sentence, and there should be a changeover at the end of the section. Give only valid and powerful arguments for your topic. You may also maintain your arguments with records.

15. Never start at the last minute: Always allow enough time for research work. Leaving everything to the last minute will degrade your paper and spoil your work.

16. Multitasking in research is not good: Doing several things at the same time is a bad habit in the case of research activity. Research is an area where everything has a particular time slot. Divide your research work into parts, and do a particular part in a particular time slot.

17. Never copy others' work: Never copy others' work and give it your name because if the evaluator has seen it anywhere, you will be in trouble. Take proper rest and food: No matter how many hours you spend on your research activity, if you are not taking care of your health, then all your efforts will have been in vain. For quality research, take proper rest and food.

18. Go to seminars: Attend seminars if the topic is relevant to your research area. Utilize all your resources.
Refresh your mind after intervals: Try to give your mind a rest by listening to soft music or sleeping in intervals. This will also improve your memory. Acquire colleagues: Always try to acquire colleagues. No matter how sharp you are, if you acquire colleagues, they can give you ideas which will be helpful to your research.

19. Think technically: Always think technically. If anything happens, search for its reasons, benefits, and demerits. Think and then print: When you go to print your paper, check that tables are not split, headings are not detached from their descriptions, and page sequence is maintained.

20. Adding unnecessary information: Do not add unnecessary information like "I have used MS Excel to draw graphs." Irrelevant and inappropriate material is superfluous. Foreign terminology and phrases are not apropos. One should never take a broad view. Analogy is like feathers on a snake. Use words properly, regardless of how others use them. Remove quotations. Puns are for kids, not grunt readers. Never oversimplify: When adding material to your research paper, never go for oversimplification; this will definitely irritate the evaluator. Be specific. Never use rhythmic redundancies. Contractions shouldn't be used in a research paper. Comparisons are as terrible as clichés. Give up ampersands, abbreviations, and so on. Remove commas that are not necessary. Parenthetical words should be between brackets or commas. Understatement is always the best way to put forward earth-shaking thoughts. Give a detailed literary review.

21. Report concluded results: Use concluded results. From raw data, filter the results, and then conclude your studies based on measurements and observations taken. An appropriate number of decimal places should be used. Parenthetical remarks are prohibited here. Proofread carefully at the final stage. At the end, give an outline to your arguments. Spot perspectives of further study of the subject. Justify your conclusion at the bottom sufficiently, which will probably include examples.

22. Upon conclusion: Once you have concluded your research, the next most important step is to present your findings. Presentation is extremely important as it is the definite medium though which your research is going to be in print for the rest of the crowd. Care should be taken to categorize your thoughts well and present them in a logical and neat manner. A good quality research paper format is essential because it serves to highlight your research paper and bring to light all necessary aspects of your research.

.

Informal Guidelines of Research Paper Writing

Key points to remember:

- Submit all work in its final form.
- Write your paper in the form which is presented in the guidelines using the template.
- Please note the criteria peer reviewers will use for grading the final paper.

Final points:

One purpose of organizing a research paper is to let people interpret your efforts selectively. The journal requires the following sections, submitted in the order listed, with each section starting on a new page:

The introduction: This will be compiled from reference matter and reflect the design processes or outline of basis that directed you to make a study. As you carry out the process of study, the method and process section will be constructed like that. The results segment will show related statistics in nearly sequential order and direct reviewers to similar intellectual paths throughout the data that you gathered to carry out your study.

The discussion section:

This will provide understanding of the data and projections as to the implications of the results. The use of good quality references throughout the paper will give the effort trustworthiness by representing an alertness to prior workings.

Writing a research paper is not an easy job, no matter how trouble-free the actual research or concept. Practice, excellent preparation, and controlled record-keeping are the only means to make straightforward progression.

General style:

Specific editorial column necessities for compliance of a manuscript will always take over from directions in these general guidelines.

To make a paper clear: Adhere to recommended page limits.

Mistakes to avoid:

- Insertion of a title at the foot of a page with subsequent text on the next page.
- Separating a table, chart, or figure—confine each to a single page.
- Submitting a manuscript with pages out of sequence.
- In every section of your document, use standard writing style, including articles ("a" and "the").
- Keep paying attention to the topic of the paper.
- Use paragraphs to split each significant point (excluding the abstract).
- Align the primary line of each section.
- Present your points in sound order.
- Use present tense to report well-accepted matters.
- Use past tense to describe specific results.
- Do not use familiar wording; don't address the reviewer directly. Don't use slang or superlatives.
- Avoid use of extra pictures—include only those figures essential to presenting results.

Title page:

Choose a revealing title. It should be short and include the name(s) and address(es) of all authors. It should not have acronyms or abbreviations or exceed two printed lines.

Abstract: This summary should be two hundred words or less. It should clearly and briefly explain the key findings reported in the manuscript and must have precise statistics. It should not have acronyms or abbreviations. It should be logical in itself. Do not cite references at this point.

An abstract is a brief, distinct paragraph summary of finished work or work in development. In a minute or less, a reviewer can be taught the foundation behind the study, common approaches to the problem, relevant results, and significant conclusions or new questions.

Write your summary when your paper is completed because how can you write the summary of anything which is not yet written? Wealth of terminology is very essential in abstract. Use comprehensive sentences, and do not sacrifice readability for brevity; you can maintain it succinctly by phrasing sentences so that they provide more than a lone rationale. The author can at this moment go straight to shortening the outcome. Sum up the study with the subsequent elements in any summary. Try to limit the initial two items to no more than one line each.

Reason for writing the article—theory, overall issue, purpose.

- Fundamental goal.
- To-the-point depiction of the research.
- Consequences, including definite statistics—if the consequences are quantitative in nature, account for this; results of any numerical analysis should be reported. Significant conclusions or questions that emerge from the research.

Approach:

- o Single section and succinct.
- o An outline of the job done is always written in past tense.
- o Concentrate on shortening results—limit background information to a verdict or two.
- o Exact spelling, clarity of sentences and phrases, and appropriate reporting of quantities (proper units, important statistics) are just as significant in an abstract as they are anywhere else.

Introduction:

The introduction should "introduce" the manuscript. The reviewer should be presented with sufficient background information to be capable of comprehending and calculating the purpose of your study without having to refer to other works. The basis for the study should be offered. Give the most important references, but avoid making a comprehensive appraisal of the topic. Describe the problem visibly. If the problem is not acknowledged in a logical, reasonable way, the reviewer will give no attention to your results. Speak in common terms about techniques used to explain the problem, if needed, but do not present any particulars about the protocols here.

The following approach can create a valuable beginning:

- Explain the value (significance) of the study.
- Defend the model—why did you employ this particular system or method? What is its compensation? Remark upon its appropriateness from an abstract point of view as well as pointing out sensible reasons for using it.
- Present a justification. State your particular theory(-ies) or aim(s), and describe the logic that led you to choose them.
- Briefly explain the study's tentative purpose and how it meets the declared objectives.

Approach:

Use past tense except for when referring to recognized facts. After all, the manuscript will be submitted after the entire job is done. Sort out your thoughts; manufacture one key point for every section. If you make the four points listed above, you will need at least four paragraphs. Present surrounding information only when it is necessary to support a situation. The reviewer does not desire to read everything you know about a topic. Shape the theory specifically—do not take a broad view.

As always, give awareness to spelling, simplicity, and correctness of sentences and phrases.

Procedures (methods and materials):

This part is supposed to be the easiest to carve if you have good skills. A soundly written procedures segment allows a capable scientist to replicate your results. Present precise information about your supplies. The suppliers and clarity of reagents can be helpful bits of information. Present methods in sequential order, but linked methodologies can be grouped as a segment. Be concise when relating the protocols. Attempt to give the least amount of information that would permit another capable scientist to replicate your outcome, but be cautious that vital information is integrated. The use of subheadings is suggested and ought to be synchronized with the results section.

When a technique is used that has been well-described in another section, mention the specific item describing the way, but draw the basic principle while stating the situation. The purpose is to show all particular resources and broad procedures so that another person may use some or all of the methods in one more study or referee the scientific value of your work. It is not to be a step-by-step report of the whole thing you did, nor is a methods section a set of orders.

Materials:

Materials may be reported in part of a section or else they may be recognized along with your measures.

Methods:

- Report the method and not the particulars of each process that engaged the same methodology.
- Describe the method entirely.
- To be succinct, present methods under headings dedicated to specific dealings or groups of measures.
- Simplify—detail how procedures were completed, not how they were performed on a particular day.
- If well-known procedures were used, account for the procedure by name, possibly with a reference, and that's all.

Approach:

It is embarrassing to use vigorous voice when documenting methods without using first person, which would focus the reviewer's interest on the researcher rather than the job. As a result, when writing up the methods, most authors use third person passive voice.

Use standard style in this and every other part of the paper—avoid familiar lists, and use full sentences.

What to keep away from:

- Resources and methods are not a set of information.
- Skip all descriptive information and surroundings—save it for the argument.
- Leave out information that is immaterial to a third party.

Results:

The principle of a results segment is to present and demonstrate your conclusion. Create this part as entirely objective details of the outcome, and save all understanding for the discussion.

The page length of this segment is set by the sum and types of data to be reported. Use statistics and tables, if suitable, to present consequences most efficiently.

You must clearly differentiate material which would usually be incorporated in a study editorial from any unprocessed data or additional appendix matter that would not be available. In fact, such matters should not be submitted at all except if requested by the instructor.

Content:

- Sum up your conclusions in text and demonstrate them, if suitable, with figures and tables.
- In the manuscript, explain each of your consequences, and point the reader to remarks that are most appropriate.
- Present a background, such as by describing the question that was addressed by creation of an exacting study.
- Explain results of control experiments and give remarks that are not accessible in a prescribed figure or table, if appropriate.
- Examine your data, then prepare the analyzed (transformed) data in the form of a figure (graph), table, or manuscript.

What to stay away from:

- Do not discuss or infer your outcome, report surrounding information, or try to explain anything.
- Do not include raw data or intermediate calculations in a research manuscript.
- Do not present similar data more than once.
- A manuscript should complement any figures or tables, not duplicate information.
- Never confuse figures with tables—there is a difference.

Approach:

As always, use past tense when you submit your results, and put the whole thing in a reasonable order.

Put figures and tables, appropriately numbered, in order at the end of the report.

If you desire, you may place your figures and tables properly within the text of your results section.

Figures and tables:

If you put figures and tables at the end of some details, make certain that they are visibly distinguished from any attached appendix materials, such as raw facts. Whatever the position, each table must be titled, numbered one after the other, and include a heading. All figures and tables must be divided from the text.

Discussion:

The discussion is expected to be the trickiest segment to write. A lot of papers submitted to the journal are discarded based on problems with the discussion. There is no rule for how long an argument should be.

Position your understanding of the outcome visibly to lead the reviewer through your conclusions, and then finish the paper with a summing up of the implications of the study. The purpose here is to offer an understanding of your results and support all of your conclusions, using facts from your research and generally accepted information, if suitable. The implication of results should be fully described.

Infer your data in the conversation in suitable depth. This means that when you clarify an observable fact, you must explain mechanisms that may account for the observation. If your results vary from your prospect, make clear why that may have happened. If your results agree, then explain the theory that the proof supported. It is never suitable to just state that the data approved the prospect, and let it drop at that. Make a decision as to whether each premise is supported or discarded or if you cannot make a conclusion with assurance. Do not just dismiss a study or part of a study as "uncertain."

Research papers are not acknowledged if the work is imperfect. Draw what conclusions you can based upon the results that you have, and take care of the study as a finished work.

- You may propose future guidelines, such as how an experiment might be personalized to accomplish a new idea.
- Give details of all of your remarks as much as possible, focusing on mechanisms.
- Make a decision as to whether the tentative design sufficiently addressed the theory and whether or not it was correctly restricted. Try to present substitute explanations if they are sensible alternatives.
- One piece of research will not counter an overall question, so maintain the large picture in mind. Where do you go next? The best studies unlock new avenues of study. What questions remain?
- Recommendations for detailed papers will offer supplementary suggestions.

Approach:

When you refer to information, differentiate data generated by your own studies from other available information. Present work done by specific persons (including you) in past tense.

Describe generally acknowledged facts and main beliefs in present tense.

The Administration Rules

Administration Rules to Be Strictly Followed before Submitting Your Research Paper to Global Journals Inc.

Please read the following rules and regulations carefully before submitting your research paper to Global Journals Inc. to avoid rejection.

Segment draft and final research paper: You have to strictly follow the template of a research paper, failing which your paper may get rejected. You are expected to write each part of the paper wholly on your own. The peer reviewers need to identify your own perspective of the concepts in your own terms. Please do not extract straight from any other source, and do not rephrase someone else's analysis. Do not allow anyone else to proofread your manuscript.

Written material: You may discuss this with your guides and key sources. Do not copy anyone else's paper, even if this is only imitation, otherwise it will be rejected on the grounds of plagiarism, which is illegal. Various methods to avoid plagiarism are strictly applied by us to every paper, and, if found guilty, you may be blacklisted, which could affect your career adversely. To guard yourself and others from possible illegal use, please do not permit anyone to use or even read your paper and file.

Criterion for Grading a Research Paper (Compilation) by Global Journals

Please note that following table is only a Grading of "Paper Compilation" and not on "Performed/Stated Research" whose grading solely depends on Individual Assigned Peer Reviewer and Editorial Board Member. These can be available only on request and after decision of Paper. This report will be the property of Global Journals

Topics	Grades		
	A-B	**C-D**	**E-F**
Abstract	Clear and concise with appropriate content, Correct format. 200 words or below	Unclear summary and no specific data, Incorrect form Above 200 words	No specific data with ambiguous information Above 250 words
Introduction	Containing all background details with clear goal and appropriate details, flow specification, no grammar and spelling mistake, well organized sentence and paragraph, reference cited	Unclear and confusing data, appropriate format, grammar and spelling errors with unorganized matter	Out of place depth and content, hazy format
Methods and Procedures	Clear and to the point with well arranged paragraph, precision and accuracy of facts and figures, well organized subheads	Difficult to comprehend with embarrassed text, too much explanation but completed	Incorrect and unorganized structure with hazy meaning
Result	Well organized, Clear and specific, Correct units with precision, correct data, well structuring of paragraph, no grammar and spelling mistake	Complete and embarrassed text, difficult to comprehend	Irregular format with wrong facts and figures
Discussion	Well organized, meaningful specification, sound conclusion, logical and concise explanation, highly structured paragraph reference cited	Wordy, unclear conclusion, spurious	Conclusion is not cited, unorganized, difficult to comprehend
References	Complete and correct format, well organized	Beside the point, Incomplete	Wrong format and structuring

INDEX

save our planet

Global Journal of Human Social Science

Visit us on the Web at www.GlobalJournals.org | www.SocialScienceResearch.org
or email us at helpdesk@globaljournals.org

ISSN 975587