

Security Matters and Academic Staff Service Delivery in Southwest, Nigerian Universities

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ABSTRACT: *The study examined the relationship between security matters and academic staff service delivery in Southwest Nigeria universities. It determined the levels of academic staff service delivery and the level of security in Southwest Nigeria universities. The study adopted the descriptive survey research and correlational research designs. The population of the study comprised of all the 8724 academic staff in all the 18 Southwest Nigeria universities. The sample for this study was 880 respondents; comprising 800 academic staff and 80 heads of departments from 8 universities in four states in Southwest Nigeria. Multistage sampling procedure which involved simple random sampling stratified and proportional stratified ransom sampling was used to select sample for the study. Two sets of instruments tagged. Security matters questionnaire (SMQ) and academic staff service delivery questionnaire [ASSDQ] were used for the study. The two sets of instruments were validated by face, content and construct validity by experts in the department of Educational Management and Test, Measurement and Evaluation and the reliability was ensured using Test-re Test method of reliability with SMQ and ASSDQ yielding reliability coefficients of 0.89 and 0.86 respectively. The data were analyzed using descriptive and inferential statistics. The descriptive statistics of frequency counts percentage mean and standard deviation were used to answer the general questions while the inferential statistics involving Pearson product moment correlation and multiple regression analysis were used to test the hypotheses, all the hypotheses were tested at 0.05 level of significance. The levels of security and academic staff service delivery in Southwest Nigeria University were moderate. The study showed that there was significant relationship between security matters and academic staff service delivery in Southwest; Nigeria universities. It was revealed that terrorism and cultism significantly affected academic staff service delivery. It was recommended that the government and their agencies, the university management should maintain the security of the school by funding the security unit with modern technological gadgets. So as to strengthen the security situations of Southwest Nigeria Universities. There should be policy and regulations against cultism and terrorism in universities which must also be adequately enforced to maintain a safe and secured school environment.*

KEYWORDS: academic staff, security matters, cultism, terrorism, service delivery.

INTRODUCTION

Education affords the podium for the attainment of information, abilities, habits and ethics for prolific existing in the society. One can therefore determine that learning prepares individual with the individual competences to survival and contribution to the communal improvement. Generally, socio-economic and governmental improvement are progressively being motivated by the development and use of understanding. Education globally, is perceived as the foundation of growth. It forms the foundation for reading ability, aptitudes achievement, scientific development as well as the capability to attach the normal assets of the environment for improvement. Education is observed as an apparatus par-excellence and way of accomplishing human capital and nationwide improvement.

In Southwest, Nigeria, tertiary institutions of learning are founded to provide scholars with comprehensive and valuable education in order for them to develop more fruitful, self-gratifying and realize self-actualization. This is the reason why the Federal Government of Nigeria (2014) in the National Policy on Education given the higher education goals as the acquisition, development and inculcation of the proper value – orientation for the survival of the individual and society; the development of the intellectual capacities of individuals to understand and appreciate their environments; the acquisition of both physical and intellectual skills which will enable individuals to develop into careful members of the community; and the acquisition of an objective view of the local and external environment.

Universities in Nigeria are likely to accomplish the aforementioned objectives in the course of teaching, research, and propagation of prevailing and innovative knowledge and the search of service to the public and by being a knowledge recipient. Nevertheless, it appears that many universities in Nigeria are finding it progressively challenging to realise the emphasised aims for the academic staff delivery reason.

The quality of university education in any society hinge on the academic staffs as revealed in the presentation of their responsibilities. Academic staff have been known to have a significant influence on attainment of university purposes and they also show a vital character in their educational fulfilment. The academic staff are eventually accountable for transforming programme into achievement and ideologies founded on training during collaboration with the learners. Academic staff stands as knowledge, morals and capabilities transmitters in the teaching and learning procedure. If the academic staff are ineffectual, students under the academic staff's guidance will not attain any advancement educationally. Academic staff cannot be disconnected from the universities where they impart and the academic results of the universities because teaching and learning hinge on academic staff. Surprisingly, an operational academic staff has been hypothesised as one who yields anticipated outcomes in the sequence of his obligation as per an academic staff (Uchenna, 2012).

Service delivery in this study indicates the numerous means and behaviours in which academic staff performs their apportioned duties. Owolabi (2010) opined that providing excellence service is the vital achievement influence of any organisation that wants to continue in industry. Quality service deliveries, consequently, is essential and even a

satisfactory situation for the existence of the university education in Nigeria and Africa generally.

Academic staff service delivery is the competence through which lecturers accomplish their numerous duties of education (product of teaching), information and learning (the product of research and other scholarly activities) official, communal and proficient comfort (the products of mutual ascendancy, community service and professional activities) (Bassey, Akuegwu, Udida & Udey, 2007).

Explanations by participants in the education segment point to the statement that academic staff are not driving in their paramount in the delivery of their constitutional roles. Several of them display little guarantee to responsibilities and show negligence in settling their responsibilities; some delay in attending their lectures promptly, whereas a number of the academic staff are not stable in school during official periods. When academic staff fails in their tasks, learners are influenced adversely. It appears some academic staff of universities no longer place great priority on their primary role, which is teaching. In the aspect of teaching, the researcher observed that some academic staff appear not to be punctual in the lecture rooms. It was observed that some lecturers in tertiary institutions in Southwest no longer use relevant technological gadgets for teaching, some of them are used to obsolete method of teaching while some appear not to have mastery of the subject matter and some academic staff seem not to have total control of the class during lectures.

Research publication seems to be considered one of the major determinants of academic staff service delivery as it assists to present existing information required for the enlargement and advancement of the humanity. Research has been described as the establishment of innovative knowledge and the utilization of active knowledge in a recent and inspired manner in order to produce innovative thoughts, tactics, indulgent, discoveries and knowledge applications. The number of publications of an academic staff is one of the yardsticks being used to measure their service delivery. The major standard for promoting lecturers from one level to another is the output of their research or publications in the so called national and international journals and text books.

However, the researcher observed that there is a decline in the level of research being conducted in our universities. It has been observed over the years that some academic staff seems to have poor attendance in conferences both in and outside their institutions, some academic staff seem not to be participating in conference planning and execution. There are reported cases of plagiarism by some academic staff while some academic staff found it difficult to break new grounds in their research endeavour.

Community services of academic staff may be in form of serving as advisory board members or referees to a scholarly journal, or serving as electoral officers during election. They may share their knowledge by organising seminars or empowerment programmes on adult literacy; this will assist them to positively influence the community in which they are part. It has been observed that some academic staff seem not to be involved in performing public enlightenment programmes, they are not interested in serving as electoral officers and some academic staff have been observed not to render selfless consultancy services to communities and agencies among others. With the increased demand and subsequent expansion of higher

learning, the researcher observed that the quality of community service is becoming highly compromised because senior academic members are becoming overworked with teaching, marking of examinations; own research publications as well as taking up some administrative assignments like head of department, director of programmes, dean of faculties among others. The importance of teaching, research, and community services cannot be overemphasised among academic staff in any universities. Resulting from the observed decline in academic staff service delivery, one marvels if the decline in academic staff service delivery is not a reflection of security matters as the academic staff will always consider his/her safety first. Security is the extent of defence against peril, injure, pasting and misdeed (Devine and Cohen, 2007). Security denotes a kind of guard where a partition is fashioned between the resources and menace (Morrison, 2007)). It is the preventative measure engaged to preserve an atmosphere from a looming hazard or grievance. Security is a measure put in place to avert hazard and menace. According to Trump (2010), there are measures engaged to make the school setting secure. A secured place is a safety place.

Akin (2015) security refers to the condition that occurs as an outcome of measures establishment for the defence of people, information and belongings against antagonistic individuals' influences. Security is also perceived as the reality of circumstance within which the society persons could go about their typical deeds devoid of any peril to their lives and chattels. Insecurity in any setting composes menace to lives and chattels, thwarts economic deeds, and disheartens home and distant financiers, and consecutively, delays human and monetary improvement of that country.

Considering the importance of security matters and its practical implications for academic staff service delivery in tertiary institutions, this study thus aims to examine particularly chosen variables of security matters such as terrorism, cultism, school safety, work safety, job security, health safety, vis-à-vis academic staff service delivery in Southwest, Nigerian universities.

It has been observed that there is high rate of terrorism in the nation which has also degenerated into the universities. The activities of terrorist group appears to create fear into the lives of the academic staff and students as well which result into poor academic staff service delivery. It appears that schools are now pulled out for assault by terrorists ensuing from the school plants devastation, loss of academic and non- academic personnel members in addition to learners and leading to long closing of the school thereby leading to interruption of academic activities.

Cultism has also been observed to be a security matter affecting universities academic staff service delivery. Cultism which refers to the activities of a small group of people which operations and membership are kept away from the knowledge of the public. The various cult clashes have been observed to result into lives and properties loss of the academic staff and learners as well. Cases of maiming, killing, burning of properties have been reported to follow various cult clashes in universities. Aluede, Jimoh, Agwinede and Omoregie (2005) opined that the turbulences, these days, have be known as one of the major noticeable recurrent quandaries when contrasted with other communal vices similar to drug abuse, examination malpractices et cetera resulting to indefinite schools closure and other employee predicaments.

The increase in intensity of cultism in tertiary institutions in the last few years could be regarded as a bad signal to the safety of academic staff. The issue of cultism as a security matter has been observed to affect academic staff service delivery in that so many of the academic staff has been killed, maimed, and injured during cult clashes. Some of the academic staff seems to have lost one form of property or the other during cult clashes in school. Ogunlade (2005) explained that large frequent threats to school safety among the tertiary institution system in Nigeria were the disasters between students and the authorities, contentions between students (cultist group) and between students and government on matters ranging from wellbeing to sovereignty and rules.

It appears that any disruption resulting from security matters may result in poor service delivery. For instance, if a lecturer is trying to monitor the progress of students which are in any way connected to cultism he may be attacked by cultist, he will rather stop that act of monitoring students' progress to be safe and also if he is insisting on students being disciplined, he may also suffer from attack of cult groups, these among others may result in low service delivery by the academic staff.

Statement of the Problem

The university system is considered to get students ready for prospective work and make them turn out to be helpful persons in the society. From observations, it appears that some academic staff seem to no longer attend classes regularly as some at times delay their lectures to few weeks to examination period. It has been observed some academic staff hardly use relevant materials for teaching, some academic staff seem not to be covering the course contents, some are observed not to have good control of class during teaching as a result of overpopulation which can eventually result to stampeding.

Some academic staff seem not to have mastery of the subject matter, some seem not to be keep proper records of student' academic performance by missing some scripts while marking and recording, some seems not to be concerned about the progress of their students by not submitting results on time, some appear not to be interested in carrying out research thereby not publishing research findings to enhance professional development, some seem not to be interested in the school/community service, and all these may have a negative effect on their service delivery. There is an emergent anxiety about the way and approach in which Southwest Nigerian universities are losing its value as regard the service delivery of the academic staff.

It has been observed that the academic staff service delivery in Nigerian universities has been falling due to security matters in the institutions. Arising from the foregoing, therefore, the researcher is interested in finding out if security matters such as terrorism and cultism, as it relates with academic staff service delivery in terms of teaching, research and community service.

It seems cultism, terrorism and unrest have interrupted the stability and smooth running in most of the university thereby affecting academic staff service delivery. This inclination materializes to persist to impact a lot of confrontations to these higher learning institutions. Most of the public institutions have become a port of call for security matters such as cultism,

kidnapping, and other unlawful practices which in turn seems to reduce the morale of the academic staff thereby resulting to low or poor service delivery.

The problem of this study is therefore to scrutinize how security matters could affect academic staff service delivery in South west, Nigerian universities.

Purpose of the Study

The objective of the study is to examine security matters and academic staff service delivery in Southwest, Nigerian universities. Specifically, the study intends to examine:

1. the level of security in Southwest, Nigerian universities;
2. the level of academic staff service delivery in Southwest Nigerian universities;
3. the relationship between security matters and academic staff service delivery in universities;

Research Hypotheses

The following research hypotheses are generated for this study

1. There is no significant relationship between security matters and academic staff service delivery in Southwest, Nigerian universities.
2. There is no significant relationship between terrorism and academic staff service delivery in Southwest, Nigerian universities.

There is no significant relationship between cultism and academic staff service delivery in Southwest, Nigerian universities.

METHODOLOGY

The descriptive survey research and correlational research designs were adopted in this study. The population consisted of all academic staff of the public universities Southwest, Nigeria. The total number of public universities in Southwest as at the time of this study is eighteen (18) universities, (National universities commission 2021). The total number of academic staff in the universities in Southwest is 8,724 academic staff in universities, (National Universities Commission 2021).

The sample for this study consisted of 880 academic staff in public universities (Federal and State) in the Southwest States. Multi – stage sampling procedure will be used in the selection of the sample for the study. In the first stage, four states were selected using simple random sampling technique. The second stage involved the selection of 2 universities from each state through stratified random sampling technique so that one federal and one state university will be selected from each state. The third involved the use of proportionate sampling technique to select 800 academic staff from the sampled eight (8) universities. The 80 Head of Departments of each selected academic staff were purposely selected through the use of purposive sampling technique to assess the academic staff service delivery.

Two self-designed research instruments tagged “Security Matters Questionnaire (SMQ)” and “Academic Staff Service Delivery Questionnaire (ASSDQ)” were used to collect relevant data for the study. Security Matters Questionnaire was of two sections namely Section A and B. Section A of SMQ will seek for bio – data information of the respondents, section B will consist of 11 items. The various items will measure the 6 sub-variables of security matters

namely: terrorism, cultism, Likert 4-point rating scale will be used as follows: Strongly Agree (SA) 4, Agree (A) 3, Disagree (D) 2 and Strongly Disagree (SD) 1

Academic Staff Service Delivery Questionnaire was also of three sections namely Section A, B and C. Section A of ASSDQ will seek for bio – data of the heads of department that will assess the academic staff. Section B will seek for the bio-data of the academic staff to be assessed while section C consists of 25 items measuring the 3 indicators of academic staff service delivery namely teaching, research and community service. Likert 4-point rating scale will be adapted and used as follows: Excellent (E) 4, Good (G) 3, Fair (F) 2 and Poor (P) 1. The validity of the instruments was ensured through face and content and construct validity. The items in the questionnaire were presented to experts in the Faculty of Education, such as experts in the fields of Educational Management, Tests and Measurement. The reliability of the instruments was determined by using test re test reliability method. A reliability coefficient of 0.89 was obtained for SMQ while 0.86 was obtained for ASSDQ. The reliability coefficients were considered high enough for the reliability. The data collected through the instruments were analyzed using descriptive and inferential statistics.

RESULTS AND DISCUSSION

This section presents the results of the analysis of data and discussion of findings. Presentation of data was carried out in two stages. It involved testing of hypotheses and discussion of findings.

Hypothesis 1: There is no significant relationship between security matters and academic staff service delivery in Southwest, Nigerian universities

In testing this hypothesis, data on security matters were collected from the responses of the respondents to items under Section B of SMQ (item 1 – 36) in the questionnaire. Data on academic staff service delivery were collected from the responses of the respondents to items under Section C of ASSDQ (item 1 – 25) in the questionnaire. Both were compared for statistical significance using Pearson Product Moment Correlation. The result was presented in table 3.

Table 3: Relationship between security matters and academic staff service delivery

Variables	N	Mean	Stand Dev	r-cal	P-value
Security Matters	794	81.35	8.03	0.591*	0.000
Service Delivery	794	79.20	4.48		

*P<0.05

Table 3 showed that the r-cal value of 0.591 is significant at 0.05 level of significance because the P-value (0.000) < 0.05. The null hypothesis was rejected. This implied that there was a significant relationship between security matters and academic staff service delivery in Southwest, Nigerian universities.

Hypothesis 2: There is no significant relationship between terrorism and academic staff service delivery in Southwest, Nigerian universities.

In testing this hypothesis, data on terrorism sub-variable of security matters were collected from the responses of the respondents to items under Section B of SMQ (item 1 – 5) in the

questionnaire. Data on academic staff service delivery were collected from the responses of the respondents to items under Section C of ASSDQ (item 1 – 25) in the questionnaire. Both were compared for statistical significance using Pearson Product Moment Correlation at 0.05 levels. The result was presented in table 4.

Table 4: Relationship between terrorism and academic staff service delivery

Variables	N	Mean	Stand Dev	r-cal	P-value
Terrorism	794	9.52	2.69	0.008*	0.000
Service Delivery	794	79.20	4.48		

*P<0.05

Table 4 showed that the r-cal value of 0.008 was significant at 0.05 level of significance because the P-value (0.000) < 0.05. The null hypothesis was rejected. This implied that there was significant relationship between terrorism and academic staff service delivery in Southwest, Nigerian universities.

Hypothesis 3: There is no significant relationship between cultism and academic staff service delivery in Southwest, Nigerian universities.

In testing this hypothesis, data on cultism sub-variable of security matters were collected from the responses of the respondents to items under Section B of SMQ (item 6 – 11) in the questionnaire. Data on academic staff service delivery were collected from the responses of the respondents to items under Section C of ASSDQ (item 1 – 25) in the questionnaire. Both were compared for statistical significance using Pearson Product Moment Correlation. The result is presented in table 5.

Table 5: Relationship between cultism and academic staff service delivery

Variables	N	Mean	Stand Dev	r-cal	P-value
Cultism	794	14.90	2.55	0.480*	0.000
Service Delivery	794	79.20	4.48		

*P<0.05

Table 5 showed that the r-cal value of 0.480 was significant at 0.05 level of significance because the P-value (0.000) < 0.05. The null hypothesis was rejected. This implied that there was a significant relationship between cultism and academic staff service delivery in Southwest, Nigerian universities.

DISCUSSION

It was also revealed from the study that there was a significant relationship between security matters and academic staff service delivery in Southwest, Nigerian universities. It could be inferred that when level of security is high, it will bring about high service delivery among academic staff. The implication of this finding is that service delivery of academic staff is dependent on security matters. The probable reason for this finding is that service delivery cannot be achieved where the service providers are not secured. This finding is in consonance with findings of Nwabueze (2016) and Aluko (2012) that service delivery is related to security matters such as working environment, safety of school, health safety and job security.

The study revealed that there was significant relationship between terrorism and academic staff service delivery in Southwest, Nigerian universities. It could be inferred that terrorism and academic staff service delivery was significant related, that is, the higher the level of terrorism, the lower the level of academic staff service delivery. The lower the level of terrorism in Universities, the higher the level of academic staff service delivery. The findings of Shany (2016) revealed that terrorism effect increases with the number of mortalities and decreases with the physical distance between the students and the attack location.

It was revealed that there was a significant relationship between cultism and academic staff service delivery in Southwest, Nigerian universities. It is inferred that cultism could have impact on service delivery of academic staff. The implication of this finding is that if security measures to curb cultism are put in place, service delivery of academic staff will effective and efficient. The probable reason for this finding could be as a result of the importance of putting in place security measures to curb cultism. This result is consistent with previous findings of other scholars such as Udoh and Ikezi (2015) that cultism affects the institution extremely, both in standard of education and in discipline. Also Ajayi et al (2017), revealed that effect of cultism include loss of lives and properties, disruption of academic activities on campuses, unsafe university environments among others.

CONCLUSION AND RECOMMENDATIONS

Conclusion

Sequel to the findings of this study, it was also concluded that security matters such as cultism and terrorism determined academic staff service delivery in University in Southwest Nigeria. that is, the higher the level of terrorism and cultism, the lower the level of academic staff service delivery. The lower the level of terrorism and cultism in Universities, the higher the level of academic staff service delivery. Based on the findings of this study, the following recommendations were made.

1. The government and their agencies, the university management should maintain the security of the school by funding the security unit with modern technological gadgets so as to strengthen the security situations of our universities in order to maintain the level of security of the universities such as provision of sufficient surveillance vehicles as it will be very useful in timely fighting and containment of criminal activities on campus access into the university environment should be checked and restricted.
2. Efforts should be put in place by the government and its agencies and university management to keep on improving and maintaining the academic staff empowerment for sustainable service delivery.
3. Regular training and retraining programmes should be organized for all security personnel to sharpen their skills and acquaint them with modern trends in intelligent gathering, crime detention and security operation.
4. There should be a policy and regulations against cultism and terrorism in universities which must be adequately enforced to maintain a safe and secured school environment
5. All identified cultists should be rusticated from the institution by the university management with linkages established with other institutions of learning so that such students are denied re-admission. Also, students arrested on involvement in heinous crimes should be suspended and handed over to law enforcement agencies for prosecution.

6. Management of the university should consider as utmost importance the installation of CCTV at strategic locations to monitor movements of persons for possible detection of criminal activities within the institution.

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