

Level of environmental sensibilities in comprehension passages of JSS 1-3 secondary schools English Text books in Cross river state, Nigeria

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Abstract

There has been much concern by the Cross River State government, educationists, NGOs and international community's about the quality of environment today. Prompted by such concern, this study whose purpose was to analyze some series of JSS1-3 secondary English textbooks used in Cross River State, Nigeria was undertaken to determine the level of environmental awareness found in them. The textbooks used for this study were New Oxford Secondary English Course 1-3, New Concept English for Junior Secondary Schools 1-3, Communicative English for Junior Secondary Schools 1-3, Junior English project for Junior Secondary Schools 1-3, Brilliant English for Junior Secondary Schools 1-3, English network for Junior Secondary Schools 1-3, English Studies Junior English Today 1-3, Intensive English for Junior Secondary Schools 1-3, Extensive Modern English for Junior Secondary Schools 1-3. The books were purposely selected because they are used in most public secondary schools in Calabar, Cross River State, Nigeria. To this end, the levels of awareness were looked at under biotic, neutral, social and abiotic aspects. Two research questions guided the study. Data collected from each of the books were calculated using simple percentage technique. The findings showed that, there was reflection of all the four levels of awareness but not in a desirable ratio. Emphasis was placed mostly on the abiotic environment. The study concluded that, the practice of encouraging or emphasizing only the social and abiotic level of awareness does not augur well for the proper creation of environmental awareness. The researchers expressed the need to identify every aspect of the different environments that agrees with the ethics of conservation of our environment and the resources therein for the sake of sustainability as stipulated in goal 13 of sustainable development goals.

The Ugamo Malim Minority Religion in Indonesia: Rights Violation and Inefficiency of Legal Framework to Protect Its Identity

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Abstract

Even though Ugamo Malim (Malim Religion) is the original religion of the Batak ancestor in Indonesia, most Batak people have abandoned it and converted to the imported religions such as Christian and Islam. Ugamo Malim is considered not to believe in God are only spirit (Mula Jadi Nabolon) worshipers. Due to state recognition of religion is categorical requirements in Indonesia, it loses the opportunity to gain legal identity, employment, and opportunities as civil servants. Indeed, Law No. 1 PNPS 1965 on Blasphemy Law excludes Ugamo Malim as one of Indonesia's official religions, except Islam, Christianity, Catholicism, Hinduism, Buddhism, and Confucianism. This article is socio-legal research, discusses discrimination and rights violations of the Ugamo Malim from minority and discrimination theories by using related legal material to discuss the problems. The author argues that the legal framework's inefficiency in protecting its identity and analyzing whether this cultural identity will disappear and warn minorities in the future.

Significance and Role of Chabahar Port in India-Afghanistan Bilateral Trade

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Abstract

With the operationalization of the trade between India and Afghanistan via Chabahar Port in February 2019, a new era has dawned in the trade and commerce between the two countries. This is a very significant development as it solves the issue of direct access between the two countries to a large extent. Lack of direct access was the major obstacle in the way of trade and commerce between the two countries, as Pakistan would not allow India to use its territory for transit of goods to Afghanistan. The present paper is an attempt to analyse the various aspects of the Chabahar Port that would be beneficial to the enhancement of trade between India and Afghanistan.

Are the Haryana Power Distribution Utilities Financially Viable? A Comparative Analysis

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Abstract

Haryana has a restricted thermal capacity because the government has limited exposure to typical assets, a low hydro capacity, a lack of wind speed, a lack of ability to deal with solar resources. In this paper, a comparative financial performance analysis of Haryana power distribution utilities has been performed from the period 2006-07 to 2015-16. The analyses and interpretation of financial performance have been made by using various financial ratios during the period of the study. The authors concluded that the financial performance of UHBVNL was comparatively better than the DHBVNL. The Haryana Power Utilities (HPUs) are required to be changed adequately from substantial losses to the sound profit-making units by taking legitimate actions. The accessibility and availability of moderate and subjective power offer fuel to the motor of monetary development.

Beyond General Education: A Strategic Framework for Repositioning Vocational and Technical Education for Eradication of Unemployment in Nigeria

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Abstract

The paper identified unemployment of youths in Nigeria as a potential challenge facing the country. The root cause of this scenario is the emphasis on general education to the detriment of vocational and technical education in Nigeria. Attempt was made to highlight the benefits of vocational and technical education to individuals, employers as well as the society. Constraints to vocational and technical education were itemized while a framework for utilisation of vocational and technical education for eradication of unemployment was suggested. The paper advocates the re-organisation of informal vocational education through official recognition of apprenticeship programme and apprenticeship centres in all 774 Local Government Areas in Nigeria. The paper further advocates that certain amount of money should be made available by government as daily stipends for the entire apprentice and their instructors. It is also recommended that the government should revisit vocational and technical education with a view to addressing some of the plethora of problems facing this level of education in Nigeria.

Determinants of work-life balance that influence employee performance: a study of Lagos state ministry of works and infrastructure, Lagos, Nigeria

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Abstract

The demand for work-life balance by employees have increased in organizations. Therefore, work life balance must be effectively managed by organization so as to have competitive advantage over their competitors due to fast pace of economic development. This study therefore identifies the determinants of work-life balance that influence employee performance in organization a study of Lagos state ministry of works and infrastructure. The study sought to determine the influence of flexible work arrangement, wellness programs, family responsibility on employee engagement, employee commitment and employee task performance respectively. For the study, two theories were used and empirical literature on work-life balance is also discussed. The study adopted survey research design. The population size is 450 employees with sample size of 212 respondents which was determined using Taro Yamen formula. The study employed the use of stratified random sampling technique and structured questionnaire was used for data collection. The data obtained was analyzed using statistical package for social science (SPSS) while linear regression and Pearson correlation were adopted for analysis. the result showed that flexible work environment and wellness programs has effect on employee engagement and employee commitment respectively while there is strong relationship between family responsibility and employee task performance. The study therefore recommends that organization should support flexible-work arrangement, wellness programs and family responsibility to its employees for increased performance. However, organizations and decision makers should endeavor to include determinants of work-life balance such as flexible-work arrangement or wellness programs in their policies so as to improve employee performance which will have positive effect on organizational productivity.

Effect of conflict management taxonomy on employee performance: a study of Nestle Nigeria PLC, Agbara industrial estate, Ota, Nigeria

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Abstract

The central objective of this study is to critically examine the effects of conflict management taxonomy on the performance of employees in manufacturing industries. The manufacturing industry selected for this study is the Nestle Nigeria Plc, located at Agbara Industrial Estate, Ota, Nigeria. In specific terms, the objectives of this research include evaluating the effect of compromise on employee engagement, examine the effect of accommodation on employee's commitment, identify the effect of competition on employee's task performance and appraise the effect of collaboration on employee's productivity. A descriptive survey design involving a quantitative method was used for this research study to obtain data through sample selection and analysis. The data for this study were obtained from primary sources. The data was collected over a period of 7 days. The survey started on the 5th of March and the last day was the 12th of March, 2020. The data collected through the administered questionnaire was subjected to sorting and analysis. Data analysis was done using Statistical Package for Social Sciences (SPSS). Three hundred and thirty-eight (338) copies of questionnaires were administered to the staff of the Nestle Nigeria Plc through the random sampling technique, a total of two hundred and eighty-six (286) copies of questionnaires were properly retrieved and adequately completed which represents a feedback ratio of 84.6%. Descriptive statistics were used for the analysis of the data; linear regression analysis was also used to test all the hypotheses. The findings from this study revealed that compromise, accommodation, competition, and collaboration conflict management styles are significant predictors of employee engagement, commitment, task performance, and productivity respectively as measures of employee performance. The results of this study demonstrated the significant role of conflict management approaches and thus, encourage organizations to adopt these approaches as they motivate employees towards achieving the goals of the organization. Also, this study expressed the need to create awareness on conflict management styles within organizations as they are crucial in ensuring the achievement of the organization's objectives.