



BAD LEADERSHIP AND INSECURITY IN NIGERIA: THREAT TO NATIONAL DEVELOPMENT

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ABSTRACT

The development of any nation is not majorly determined by the abundance of natural and mineral resources within her possession. It is therefore not a contradiction for a nation to be well-endowed with both natural and human resources, yet, the nation may suffer setbacks in term of development. It is not a gain saying that Nigeria is greatly endowed with resources but bankrupt of visionary and selfless leadership. What is the missing link between the resources abundant in Nigeria and development? This study examined the effect of bad leadership and insecurity on national development. Specifically, it examined the relationships between bad leadership and national development and the relationships between insecurity and national development. Descriptive survey research design was adopted while the population of the study consists of employees of two major institutions in Ekiti State, Nigeria (Federal polytechnic, Ado – Ekiti and Federal University, Oye-Ekiti). Stratified random sampling was used to select 120 respondents from the aforementioned institutions. The research instrument was the questionnaire while the research data were analyzed using descriptive and inferential statistics. Research findings reveal that the duo of bad leadership and insecurity witnessed in Nigeria since the return to democracy in 1999 have hampered on the development of the nation. It was therefore recommended that eligible voters in Nigeria should assess the credibility and integrity of people seeking public offices for an upward of ten years before they are voted into office.

Keywords: *Leadership, security, National Security, National Development.*

INTRODUCTION

The transition of Nigeria from military rule to democracy in Nigeria in May, 1999 was expected to create peaceful co-existence among the various ethnic groups and to bring development and political stability to the country. Regrettably, the last decade in Nigeria has experienced an increase in violent conflicts and criminality, which tended to undermine those expectations. The violence and criminality have come in the form of armed robbery, kidnapping, drug trafficking, arms smuggling, human trafficking and militancy, among other acts of criminality that undermine national security. Internal security has been significantly undercut by violent activities of civilian-in-arms against the Nigerian State. These have included radicalized religious and regional youth groups, prominent among which are the Movement for the Emancipation of the Niger Delta (MEND), O’Odua Peoples’ Congress (OPC), the Arewa People’s Congress (APC), Bakassi Boys, Egbesu Boys, the Movement for the Actualisation of the Sovereign State of Biafra (MASSOB), Boko Haram, Ansaru, ‘Kala-Kato’, and Ombatse, among others (Onuoha, 2012) and most recently, Fulani herdsmen. The rise of these groups has had significant influence on the numbers of ethnic and religious conflicts Nigeria has witnessed. The exact number of ethno-religious conflicts that have occurred in the country is not known due to lack of adequate statistics and records on this subject-matter. However, Onuoha (2012) has averred that about 40% of ethno- religious crisis has occurred in Nigeria’s Fourth Republic. There has particularly been an increase between 2012 and 2018 in the occurrences of terrorist attacks in the country with government’s insignificant success in curbing the menace. In spite of the change in leaderships witnessed in the country since 1999, the country appear not to be better off in terms of the dividend which democracy offers. It is against this background that the paper explores how bad leadership and insecurity in Nigeria threaten national development and recommend how this menace can be tackled.

Research Objectives

1. To investigate the relationship between bad leadership and national development.
2. To examine the relationship between insecurity and national development.

LITERATURE REVIEW

Leadership

Leadership is a well discussed concept across the globe. Like other social concepts, several volumes of articles abound on Leadership. Issues that bother

on leadership are regularly discussed on different forum because, the success or failure, collapse or survival, progress or retrogress of a business, organization and even a state depends largely on the Leadership of such places. Therefore, leadership means different things to different people.

According to Jacob & Jacques (1990); "Leadership is a process of giving purpose (meaningful direction) to collective effort, and causing willing effort to be expended to achieve collective purpose." The implication of this definition is that, leadership has to do with the ability of the leader to show the right path to the group or people he leads and to be able to make them see the need to go the way he wants them to go. Roger Gill (2012) wrote that:

Leadership is showing the way and helping or inducing others to pursue it. This entails envisioning a desirable future, promoting a clear purpose or mission, supportive values and intelligent strategies, and empowering and engaging all those concerned (Roger Gill, 2012).

Going by the view of Roger (2012), it shows that the led are ignorant or that they do not know the way, or by extension, they are "blind." They therefore use the eyes of the one leading them to see. The one that is leading them sees for them, and beyond that, he helps them, persuades them, convinces them to see the brighter future, and implores them to endure the pains they are bound to suffer in the process of going to their 'promise land.' He therefore needs a kind of intellectual sagacity and wisdom to do the conviction. Then, the people must be empowered to play their crucial roles. It can therefore be seen that leadership is a burdensome position. Jeb (2012) wrote thus:

Leadership is hard work. It requires loads of self-discipline and sacrifice from time to time, you'll have your heart broken and your ego injured; there will be disappointment, mistakes and failure. Sometimes you will hurt good people- not because of ill intentions but because you are human and not perfect (Jeb,2012).

It is this lack of understanding of the leadership task that is partly responsible for the way and manner most people struggle for leadership positions across Nigeria. They probably think that leadership position is an avenue to get rich quickly and to revenge the evils done to them or their tribes. Ben (2012) seems to understand this point when he writes thus:

At all levels, leadership is wrongly perceived and there is gross misinterpretation of what leadership is, should be and why it is necessary. The culture of Africa's under-development of Africa has eaten deep into the soul of Nigeria such that politicians and other Nigerians appealing for leadership positions see such positions as the opportunity to under-develop the country and develop themselves instead.

Who then is a leader and what account for a bad or poor leader? What does a leader do that makes him bad or good? From the foregoing definitions, we can simply regard a leader as somebody that leads. But then, what does it take to lead and what does someone who leads do? These are some of the questions many scholars on leadership seem to ignore or count as irrelevant but that are germane to the discussion of leadership. Roger (2012) writes:

A leader is one or more people who selects, equips, and influences one or more follower(s) who have diverse gifts, abilities, and skills and focuses the follower(s) to the organization's mission and objectives causing the follower(s) to willingly and enthusiastically expend spiritual emotional and physical energy in a concerted, coordinated effort to achieve the organization's mission and objectives.

A leader provides vision for the people he leads and communicates that vision to them in the best language they understand. His task is to help the people to succeed and he is successful if and only if the people are successful. Pierce and Newstrom (2011) write that: "Leaders are individuals who are capable of taking ambiguous situations, interpreting these situations, and framing for the followers an understanding of the situation and what needs to be done to move forward." The best parameter to measure the success of a leader is how successful the people he leads are. Jeb (2012) writes thus:

As a leader, if your team succeeds, you succeed. If your team fails, you fail. So, it follows that your job is to help your people succeed. Through leading, managing and coaching, you must create an environment in which they can develop their skills, leverage their talents and win. You must remove roadblocks so that they can get the job done. You need them more than they need you. Anything that you do to impede their success hurts you.

Why would followers not willingly obey their leaders or why would they resist the change that their leaders are trying to effect? Kurbr (2005) provides answer to this question. According to him, followers are likely to resist the change initiated by a leader if they:

- lack conviction, that is, the leader is not able to convince them;
- dislike the imposed change;
- dislike surprise;
- entertain the fear of the unknown;
- are reluctant to deal with unpopular issue;
- have the fear of inadequacy and failure; and
- do not trust their leader.

It should be clear that to be a leader requires so much preparation. Leadership position is a call to service and one must not go into it simply because he is

persuaded to go for it even when he knows that he cannot carry the load. However, the task is not insurmountable. There have been successful leaders around the globe now and in the past. It is, therefore imperative to consider factors that can make for the failure or success of a leader or what makes a leader effective or ineffective or poor.

Poor leadership or a bad leader is a curse to the organization or the country he leads. He is the architect of the ruin of the people he leads. Jeb (2012) writes that: "Poor leadership sub-optimizes profit. It holds back good companies and good people. It wrecks productivity, steals joy from work place, and ultimately hurts real people," A person can be a better leader if he possesses the following attributes:

A leader must be a man/woman of good knowledge. This follows from our discussion above. He must know what the people do not know. He is a teacher and his people are his students. If a teacher does not know better than his students, there are bound to be problems in the class which will sometimes lead to confrontation. The knowledge here is not however a matter of University degree, though that can be an added advantage. It is the ability to know what the real problem is and how to tackle it. Plato emphasis this in his *Republic* and Awolowo did the same in political thought (Makinde ,2002).

Principle is another attribute of a good leader. Leaders are driven by principles and they are known by their principles. Blount lays emphasis on principle as a driving force of great leaders. According to him; "Great leaders rely on firm set of principles and values. Principles guide leaders much as track guide train. Principles are basic truths, morals and ethical standards. Principles make leaders to be focused and committed to their goals even when events are not to their best wishes but they continue to follow them mainly because they are aware that people have identified them with those principles and that they can easily predict their reactions and responses to given situations

Closely related to knowledge is intellectual humility. That a leader should know more than his people is not another way of saying that he is wiser than them or that he is a custodian of knowledge. Having compared a leader with a teacher, a good teacher, when faced with difficult question from his students, has two options: he can throw back the question to the class and call for another viewpoint. After everyone has spoken, he just modifies all they have said and the right answer is provided. He can also tell the students that he will provide the answer in the next class. What all this boils down to is that, a good leader must be a good listener. Great leaders like Jesus are extremely humble.

Security

According to the United Nations Development Programme (UNDP, 1994) human security may be defined to include such chronic threats as hunger disease and repression. Security means protection from hidden and hurtful disruptions in the patterns of daily life in homes, offices or communities. Security may also be defined as the state of being or making safe secure from danger, etc.

Security may also be defined as protection against something that might happen in the future or as the activities involved in protecting a country, a building or persons against threats danger, etc.(Wehmeier and Ashby, 2002).

Essentially, security must be related to the presence of peace, safety, happiness and the protection of human and physical resources or the absence of crisis, threats to human injury among others. The presence of peace could facilitate progress. Security is not a discrete or measurable variable in quantitative terms but spending on security can be used as proxy to quantify the volume of security especially if the spending is effective.

Furthermore, there is the crucial need to define national security. Herd (1998) gives a traditional meaning of national security. He describes national security as “the acquisition, deployment and use of military force to achieve national goals”.

Romm (1993) describes it as the lack of danger or risk to held standards, values and ideals and the absence of fear that such values will be attacked now or in the future. Thus, national security is the preservation of the values a nation holds as relates to the defence of it territory from human as well as non- human threats and guides in the pursuit of it national interest in the international system.

At the inception of every government, the President or Governor swears to an oath to among other things protect life and property. Unfortunately, cases of insecurity recorded in Nigeria since the return of democracy seem to have gone beyond the leadership ability of Nigeria leaders whereas security is a key concern of government (at all tiers).

Causes of insecurity in Nigeria

According to the sage Awo (1982, cited in Gbenga and Augoye, 2011), insecurity is a result of malignant environment dominated by man’s insensitivity to man. Many people in authority take advantage of their positions to force down policies that impoverish ‘the many’ in so much as it benefits them and a few others. For example petroleum subsidy is a case in point. All Nigerians (the rich and the poor) use petrol either for generators to power electricity for household uses factories or farms. All Nigerians travel or transport products including food with fuel powered engines. Those who must drink clean water, provide boreholes

for them- selves but with fuel. Even the educational institutions need power and power is more readily supplied through generators using diesel or fuel. So, fuel is a product everybody consumes in Nigeria (directly or indirectly). Meanwhile some of the refineries in Nigeria are said to be in a state of disrepair and fuel which is a by-product of crude oil (Nigeria's main product) is imported. Raising the cost of a product like fuel too high will impact negatively on the welfare of all Nigerians especially the poor and this is capable of generating a social revolt (Punch 2.11.11). High handedness or arbitrariness was associated with the military but it is now clear that the problem of Nigeria is not uniform (that is, military rule) but the psychology of Nigerians, because many Nigerians see themselves as adventurers with the business called Nigeria and so are concerned mainly with how much enters their pockets no matter how that happens (Punch of September 14, 2011). Ethnicity and corruption are different manifestations of the afore-mentioned situation and this could be pushed to high levels if not quickly checked (Joseph, 2011). The justice delivery system also does not encourage the fight against insecurity. Offenders of grievous cases may get very light sentences where they are not completely let go (Punch of 21/11/11). How does one reconcile a situation where people caught with fresh human skull and are charged to court, only to be released on bail few weeks later? The Nigeria judicial system at the moment appears to be too weak and insurgents capitalize on this to wreck havocs in the country.

Materials and Methods

The study is a descriptive survey while the population consists of civil servants in Ekiti State, Nigeria; since they are the group to which the study intends to generalize its conclusions. This is consistent with Agbadudu (2004) on population as the totality of elements with which we are concerned. However, focus was on staff of the Federal Polytechnic and Staff of Federal University, Oye – Ekiti.

The staffs in each of the two institutions were stratified into management, senior and junior staffs respectively. Within each group, the simple random sampling (lottery) method was used to select 60 respondents on the basis of proportional representation. The process was as follows: the sampling frame of each organization was obtained from the relevant authorities. On the basis of the sampling frame, stratification of the workers was done. Next, numbers were assigned to employees within each stratum, thereafter, identical pieces of paper, were cut to size and numbers were written on them from 1 – N_i , where N_i is the number of employees per stratum. Subsequently, the papers were folded and put

in a bag. Thereafter, n_i of them were selected at random without replacement; where n_i represents the sample size per stratum. The names corresponding to the numbers selected automatically became the sampled respondents. The procedure was repeated in all the strata in the two institutions. A sample size of 60 was used for each institutions, bringing the total number of respondents in the sample to 120, the choice of 120 was informed by the fact that a sample size of 120 is large enough to enable the researcher invoke the central limit theorem and thus, adopt the parametric tests. In view of the foregoing, the sampling technique adopted was the stratified simple random technique. Staff status formed the basis of stratification while the lottery method constituted the basis of randomization. The instrument with which the data were collected was the questionnaire. The questionnaire consisted of two parts. The first part examined the personal characteristics of the respondents while the second part, which was the core subject – matter, consisted of questions on the research problem. This part featured the likert – type questions which sought to ascertain the feelings or perception of the respondents regarding the subject matter. The question – response format was the five – point scale starting from a region of strong agreement (strongly agree) through a neutral zone (not sure) to a region of strong disagreement (strongly disagree). The research data were analyzed, using descriptive and inferential statistics. The descriptive statistics while the z – test served as the inferential statistic.

Research Results

Table 1: Bad Leadership Vs Insecurity

Group Statistics

	N	Mean	Std. Dev.	Std. Error
Agree	120	121.00	19.4193	6.1409
Disagree	120	41.70	14.5377	4.5972

Independent sample test

Levene’s test for Equality of variances

t-test for Equality of Means

	F	Sig	T	Df
Equal variance assumed	0.913	0.352	10.338	18
Equal variance not assumed			10.338	16.677

95% confidence interval for the difference		Mean Difference	Std. Error Difference	Lower	Upper
Equal variances assumed		79.30	7.6711	63.1836	95.4164
		79.30	7.6711	63.0915	95.5085
Equal variance not assumed					

Source: Author’s compilation

Note: Here, N refers to the number of items used in testing the hypothesis.

In comparing bad leadership with insecurity, observed that the respondents who agreed with the items bothering on the influence of bad leadership on insecurity had a mean score of 121 with a standard deviation of 19.4193 and a standard error mean of 6.1409 while the respondents who disagreed with the items had a mean score of 41.7 with a standard deviation 14.5377 and a standard error mean of 4.5972, thus resulting in a mean difference of 79.30. A t-test for equality of means indicated that this mean difference was significant. The implication is that the mean score obtained by respondents who agreed with the items bothering on the influence of bad leadership on insecurity is significantly different from the mean score obtained by respondents who disagreed with the items. We may conclude at the 95% confidence level that bad leadership has significant relationship with insecurity in Nigeria.

Table II: Bad Leadership Vs National Development Group Statistics

	N	Mean	Std. Dev.	Std. Error
Agree	120	45.600	4.9800	2.2271
Disagree	120	110.8000	15.2053	6.8000

Independent sample test

Levene’s test for Equality of variances

t-test for Equality of Means

	F	Sig	T	Df
Equal variance assumed	0.2451	0.156	-9.112	8
Equal variance not assumed			-9.112	4.848

95% confidence interval for the difference	Mean Difference	Std. Error Difference	Lower	Upper
Equal variances assumed	-65.20000	-65.2000	-	-
Equal variance not assumed	-65.20000	-65.2000	81.7004	48.6996
			83.7680	46.6230

Source: Author’s compilation

Note: Here, N refers to the number of items used in testing the hypothesis.

The analysis of the influence of bad leadership on national development, items bothering on the influence of bad leadership on national development in Nigeria had a mean score of 110.8 with a standard deviation of 15.2053 and a standard error mean of 6.80 while those who disagreed had a mean score of 45.6 with a standard deviation of 4.98 and a standard error mean of 2.2271, thus resulting in a mean difference of 65.20. A t-test for equality of means showed that this mean difference was significant. We may thus conclude at the 95% confidence level that there is significant relationship between bad leadership and national development; though the relationship is negative.

Table III: Insecurity Vs National Development Group Statistics

	N	Mean	Std. Dev.	Std. Error
Agree	120	109.000	9.8658	4.9329
Disagree	120	45.2500	2.5000	1.2500

Independent sample test

Levene’s test for Equality of variances

t-test for Equality of Means

	F	Sig	T	Df
Equal variance assumed	2.091	0.198	12.528	6
Equal variance not assumed			12.528	3.384
95% confidence interval for the difference				

	Mean Difference	Std. Error Difference	Lower	Upper
Equal variances assumed	63.7500	5.0888	51.2982	76.2018
Equal variance not assumed	63.7500	5.0888	48.5461	78.9539

Source: Author’s compilation

Note: Here, *N* refers to the number of items used in testing the hypothesis.

Lastly, an examination of the influence of insecurity on national development revealed that those respondents who agreed with the items bothering on the effect of insecurity on national development had a mean score of 109.0 with a standard deviation of 9.8658 and a standard error mean of 4.9329, while those respondents who disagreed with the items had a mean score of 45.25 with a standard deviation of 2.500 and a standard error mean of 1.2500, thus resulting in a mean difference of 63.75. A t - test for equality of means showed that this mean difference was significant. We may conclude at the 95% confidence level that insecurity inhibit national development in Nigerian.

Conclusion

Consequent upon the findings above, the relationship between leadership, insecurity and national development is not debatable. Insecurity is debilitating to the economic development of many less developed economies. If the leadership of a nation fails to give vision to the people, harness its resources and judiciously utilize these resources, it will be difficult, if not impossible for such a country like ours to develop. We should come to term with Dike (2013) when he said that: “clearly, not everybody has the leadership acumen to lead an organization, not to mention ruling a country.” It should also be clear that leadership position is a call to service and responsibility, and so, anyone that desires it must not only be prepared but also be ready to take full responsibility of his office as well as his actions and inactions. Bad leadership can only be enthroned and thrive in a nation where the masses fail to play their roles. When good and trusted people elected into offices without minding tribes, religion, party affiliation and money politics, Nigeria will witness tremendous development.

Recommendations

In view of the findings and conclusions of this study, it is evident that national development will continue to be a mirage if no urgent step is taken to tackle the

menace of bad leadership and insecurity which has bedeviled our dear nation. Consequently,

The federal government of Nigeria should, as a matter of urgent national importance should take bold steps to address the security lapses in the country, especially in the North – East region and some parts of the North- central such as Plateau and Benue states. This will help to allay the fears of potential foreign investors who have genuine intentions to invest in the country. There is no gainsaying that the present security situation in the country, especially in those hot spots earlier mentioned is a big threat to investment in general and foreign investment in particular;

There is need for eligible voters in Nigeria to assess the credibility of people seeking public offices for an upward of ten years before voting them into office. More importantly, good and trusted people should be elected into offices without minding tribes, religion, party affiliation and money.

Finally, Nigeria government should strengthen institutions and empower them to be effective and efficient. This will go a long way in curbing corruption that is very rampant among Nigeria leaders. Furthermore, Nigerians should hold their leaders responsible and accountable for their actions. When this starts happening, progress and meaningful development is not negotiable in Nigeria.

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