



EFFECT OF CORONAVIRUS DISEASE (COVID-19) PANDEMIC ON THE ACADEMIC PERFORMANCE OF STUDENTS IN UNIVERSITY OF ABUJA – NIGERIA.

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Abstract

Students are expected to have a conducive environment for learning but academic activities in the University of Abuja was affected by coronavirus pandemic. This has led to poor service quality at the time that the service is seriously needed. The objective of the study is to investigate the effect coronavirus pandemic on academic performance of students in University of Abuja. The study used survey method and chi square was used to test the formulated hypotheses. Population of 4000 students with a sample of 364 students were drawn and findings revealed that lockdown, social distancing, use of facemask and the perception about Covid-19 pandemic have significantly affected the performance of students. The study recommended that University of Abuja should modify their strategy on the awareness campaign to educate the students on coronavirus pandemic and e-learning platforms should be used.

Keywords: *academic activities, coronavirus disease 2019, lock-down, performance, social distancing.*

Introduction

The current global health challenges have resulted to global academic challenges and posed a serious fear to academic activities in several institutions as a results of partial or total lockdown that led to closure of institutions of learning. The virus does not discriminate at all as academic activities in Universities, Polytechnics, Colleges of education, Secondary schools and Primary schools was brought to a halt due to emergence of coronavirus pandemic. Educational

institutions are proud of their students because they are the greatest assets that create value, innovates the existing structures and turn the activities of the institution to be known by an outsider but the emergence of Covid-19 in the country in particular the University of Abuja where the institution is located has critically calls for a workable and reliable strategy to sustain and improve academic activities in the institution.

Academic performance of students in every academic institutions has different factors to figure out towards enhancing their performance. Consider for example, in the era of pandemic a good and hygiene working environment add value to the institution in terms of achievement of students academically. The service quality of institutions change with time and every institution has a rare quality to play to achieve (Aliyu, Iliya and Sampson, 2020a). Academic performance of students has always been a concern of every academic institution for their survival and sustainability of academic activities in the institution. Performance in an academic institution is dynamic ranges from quality of teaching and environmental factors influencing the students and its effects on future results especially during the Covid-19 pandemic. Performance of organization depends on the knowledge and ability of its employees toward understanding the dynamism in the market (Ogbu & Osanaiye, 2017).

The perception of students with regards to Covid-19 and different government policies has become a thing of concern in an educational sector. The closure of the institutions, social distancing issues and use of face mask has actually affected the educational sector either positively or negatively. Though, some of these policies made sense to the students while others were treated with discord. The use of Information and Communication Technology (ICT) was successful because it takes a new swing into visual learning using electronic device and internet due to emergence of Covid-19 pandemic (Ahmed, Ahmed and Gambo, 2020a).

The outcome of coronavirus in 2020 had change the educational sector in the world today, most especially academic activities (Ahmed et al., 2020a). Educational institutions are essential parts of our lives that provide academic and non-academic services to individual or group of persons suffering from various ailments. Students studying in this institution are expected to receive quality services at the time that the service is seriously needed but this is often not achieved in practice due to Covid-19 pandemic and accessing the services is still entangled with lockdown constraints, social distancing constraints, use of face mask constraints and perception about Covid-19. The truth of this assertion

cannot be denied in this era of technology which impedes prompt performance of students in the institution and create gap for the present study (Ahmed, Mohammed and Mohammad, 2020).

This study was guided by following objectives:

- (i). Investigate the effect of lockdown on academic performance of students in University of Abuja.
- (ii). Examine the effect of social distancing on student attitude to class attendance in University of Abuja.
- (iii). Determine the effect of use of face mask on students' performance in University of Abuja.
- (iv). Examine the effect of perception about Covid-19 pandemic on students' performance in University of Abuja.

The following questions are formulated to guide the study:

- (i). What is the outcome of lockdown on academic performance of students in University of Abuja?
- (ii). What is the effect of social distancing on students attitude to class attendance in University of Abuja?
- (iii). What is the effect of use of face mask on health condition of students in University of Abuja?
- (iv). What is the effect of perception about Covid-19 on student performance in University of Abuja?

The hypotheses formulated are:

- H₀₁:** Lockdown has no significant effect on performance of students in University of Abuja.
- H₀₂:** Social Distancing has no significant effect on students' attitude to class attendance in University of Abuja.
- H₀₃:** Use of face mask has no significant effect on students' performance in University of Abuja.
- H₀₄:** Perception about Covid-19 has no significant effect on students' academic performance in University of Abuja.

Literature Review

The emergence of coronavirus pandemic in Nigeria has posed a serious threat to educational sector and psychological disorder among the stakeholders as several activities was brought to a halt (Ahmed et al., 2020a). The virus does not

discriminate at all, it infects all and sundry. The bid to attain higher productivity in educational sector has remained a wishful thinking as coronavirus affected the academic activities to a very large extent as a result of fear of the virus. The usage of information and communication technology in educational sectors has improved significantly and academic performance of institutions as Covid-19 destabilized the general activities (Ahmed, Ahmed and Gambo, 2020b). Coronavirus is a pandemic disease destabilized numerous activities in the world (Poudel, Meng, Wu,..., Zhou, 2020). Coronavirus disease is becoming a universal problems causing apprehension to the universe. (Evans, 2020). World Health Organization (WHO) (2020) asserted that children were less infected to coronavirus disease than adults but the virus affected numerous people to untold hardship.

Coronavirus is a virus whose genome structure is among all ribonucleic acid (RNA) viruses (Sahin, Erdogan, Mutlu,..., Senel, 2020). Covid-19 is a virus that does not have regard for gender, status, race, belief or culture (Ahmed et al., 2020b). Ahmed and Abdulkarim (2020) asserted that Covid-19 encouraged a paradigm shift from traditional forms of performing tasks to ICT based in order to improve performance in an organization. Meo, Alhowikan, Al-khlawi,..., Ahmed, (2020) postulated that coronavirus infections cause severe health challenges amongst children and ageing population, as people with chronic debilitating diseases. Recently, WHO was reported to be information on coronavirus disease and compiling it in a database to find solution to the virus (Nadeem, 2020).

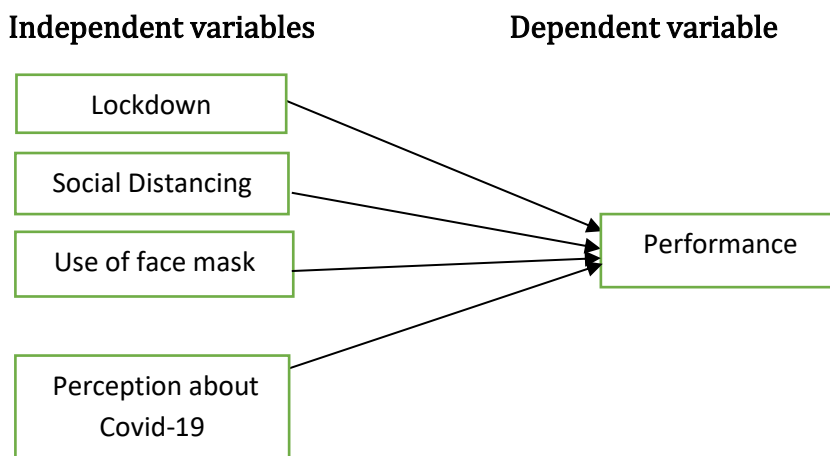


Figure 1: Conceptual framework

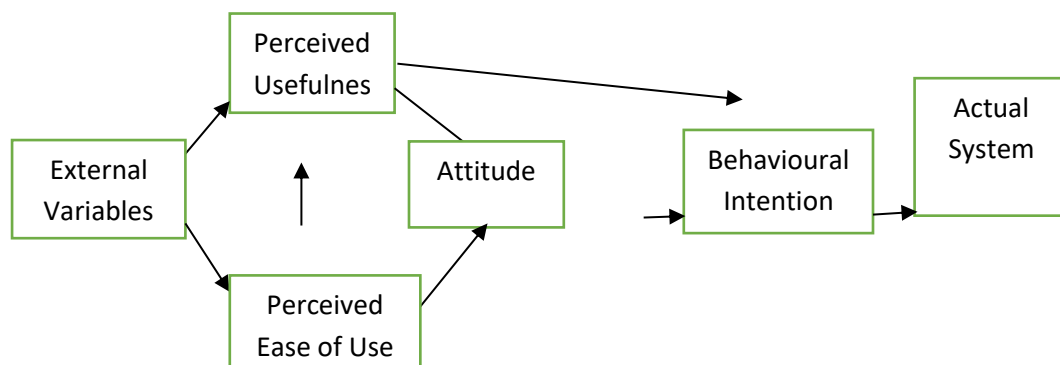
The lockdown measures instituted by government has either positively or negatively affects the performance of students in an academic institution. It restricts the movement of students from one classroom to another which negatively affects exchange of ideas towards improving performance. Also, lockdown has positively reduced stress and make them to be creative and innovative. The performance of students in University of Abuja was affected by social distancing as the virus posed a great threat to all and sundry in the institution and the spread of the virus become easily within the shortest possible time. Students are encouraged to use face mask to protect against and limit the spread of Covid-19 in order to sustain and improve learning process in the institution. Meanwhile, perception about Covid-19 posed a great threat to performance and give different descriptions about the virus.

The factors or variables that affect the performances of students and educational sector is one that has continuously generated discussions, contributions and debates. It is generally known that the educational sector exists and operates in two major types of environments namely, external and the internal and any of this may play significant roles in the survival, growth and development of the student. The debate on whether one of these environments is not as impactful as the other is still on and had led to the development of different views and theories. Aliyu, Akinyelore and Ahmed (2020b) asserted that academic performance of educational institution has peculiar variables that figure out performance and if the variables are carefully solve it can ameliorate quality of services. Besides, a good and hygiene working environment can improve performance. Ogbu & Osanaiye (2017) opined that knowledge and ability to understand continue to enhance performance in the organization.

Covid-19 manifested to be a health problem but gradually integrated to national and international problems that affected numerous organizations and educational sector was affected. Technology Acceptance Model (TAM), Expectancy Theory, Scientific Management Theory and Theory of Human Service Delivery were used.

The Technology Acceptance Model (TAM) laid the foundation on technological innovation on how individual come to accept the innovations and use it to achieve their goals. Besides, using a particular technology enhance performance but depends on a number of factors influencing their decision. Davis (1989) opined that degree to which using a particular system would enhance performance

depends on Perceived Usefulness (PU) while, Perceived Ease Of Use (PEOU) is the degree to which using a particular system would be free from effort. According to TAM, whenever a student perceives an innovation in the technology the student believed in a positive direction that the technology can perform. Besides, the PU has a constant effect on attitude while PEOU affects attitude. The relevance of this theory is the attitudes and intentions in the minds of decision makers with respect to Covid-19 pandemic which has changed educational sector significantly e.g. using zoom, visual, social media (WhatsApp, Facebook, etc.). The TAM is depicted below:



Source: www.ischool.utexas.edu

Expectancy theory was propounded by Victor Vroom in 1964. The theory stated that one's effort will result in attainment of desired performance. Indeed, an individual will behave in a certain way because they are motivated. The implication of this theory is the fact that employees embraces creativity, innovation and utilize any opportunity to plan strategically towards goal attainment. Besides, an employee aims at improving effective and efficient performance through the available opportunities. The relevance of this theory is the expectation in the minds of every stakeholder in the educational sector with respect to Covid-19 pandemic as every stakeholder is expected to use facemask, observe social distancing rule and regular washing of hands which changed the expectation of every stakeholder in the educational sector significantly.

Scientific management theory was propounded by an American inventor and engineer called Frederick Winslow Taylor in 1909. It focused on improving efficiency and elimination of waste in order to ensure effective and efficient performance. It makes managers to be creative and innovative. The theory is

relevant because it aimed at improving performance through the use of technological innovations.

According to Casey (2009), the theory of human service delivery entails an understanding of how people work within systems to deliver services. People are a resource unlike any other in that their value and availability can be difficult to quantify. Services are judged partly by subjective criteria, so understanding the quality that is provided by any service system can be tricky. Services cannot be touch or handle but exist as an events and delivering it to a person involves satisfying the needs and servers must be capable of interacting in a positive and effective manner since services are fundamentally intangible also, the theory attempt to understand how to build the best system for the best services. The quality of one service to another differ immensely and organizations can improve the quality and consistent of their services through their great effort and constant attempt must be made to gain customer feedback and it is necessary to stress the importance of an internal ideology for an organization so that people delivering the service can be motivated because internal ideology tends to work best by being ambitious. The relevance of this theory is on the service delivery as Covid-19 pandemic has changed the way of delivering the needed services with the introduction of zoom and use of Information and Communication Technology (ICT) due to lockdown constraints.

Empirical studies on Covid-19 pandemic are very few within the context of educational sector with particular reference to student performance to enrich the existing literature however, Poudel et al. (2020) investigated the early outbreak of novel coronavirus with the aim to determine the causes of the virus. The study discussed 70 research articles published and revealed that the virus was originated in Wuhan. The shortcoming with this study was the application of policies to curtail the spread of the virus was not justified.

Similarly, Meo et al. (2020) carried out a research on novel coronavirus 2019 with the aimed to investigate the effect of novel coronavirus in Wuhan. The study discovered that 34,799 people were infected and resulted in 724 casualties from December 2019 to February 2020. The shortcoming with this study was the policies to curtail the spread of the virus in one country cannot be generalized and the study did not take cognizance of environmental factor in other areas therefore, it would not be sufficient and justifiable to generalize these findings.

Also, Sahin et al. (2020) carried out an empirical study on 2019 novel coronavirus outbreak with the aim to investigate preliminary opinion about the disease and

its prevention in the early stage. The study investigated the patients with viral pneumonia and evidence was found that a rapid increase in Covid-19 cases occur suddenly. The shortcoming with this study was the number of patients investigated was not clearly specified.

In Nigeria, Ahmed et al. (2020b) investigated the effect of training on performance of employee of health sectors in Nasarawa metropolis with the objective to assess the medical personnel during Covid-19 pandemic. Survey method was used. The findings revealed that training has affected the performance of medical personnel. The shortcoming with this study was the location and the policies in the health sector of Nasarawa metropolis was not justified.

Aliyu, Aliyu & Abbah (2020) investigated the effect of coronavirus disease 2019 on the performance of employees in National Hospital Abuja with the aimed to examine COVID-19 and performance of employees of National Hospital, Abuja. Survey method was used and the findings showed that COVID-19 has destabilized the activities of employees in national hospital, Abuja. The study concluded that COVID-19 pandemic affects the performance of employees in national hospital, Abuja. The study recommends that strategy on the awareness campaign to educate the public on coronavirus disease 2019 should be modify by government, seminars and workshops should be organized for employees on survival strategy during and after Covid-19 pandemic.

Indeed, the above studies have empirically made significant contributions to the literature on Covid-19 pandemic carried out in different places. The findings of these studies showed mixed or inconclusive results due to individual perception about the health crisis that change to be educational crisis. Indeed, the respondents that were personally interviewed by the researchers revealed that they diversify the methods used for learning due to Covid-19 pandemic in their various communities.

Methodology

Survey method was adopted to investigate the effect of Covid-19 pandemic in terms of service quality and the likely panacea from academic performance of students. The adopted designs helped to explain the relationship existing among the adopted indices of the study variables and this was aided by the statistical tools used for analysis of the data collated. Population of 3500 students was selected at random with a sample of 351 students. Regression analysis was used

to measure the relationship between academic performance of student in University of Abuja and its effect on lockdown, social distancing, facemask and perception about Covid-19 pandemic.

The Yamane’s (1967) simplified formulae was used to obtain the sample as:

$$n = N/1 + Ne^2 \dots\dots\dots (1)$$

Where: **n** = computed sample,

N = population,

e = sampling error while, 0.05 level of significance is the decision of researchers.

Thus, $n = \frac{4000}{1 + 4000(0.05)^2}$ $n = \frac{4000}{1 + 4000(0.0025)}$ $n = \frac{4000}{1 + 10}$ $n = \frac{4000}{11}$ $n = 363.6363$

$n \approx 364$ respondents

The chi-square test technique was used for testing the hypotheses. The chi-square formulae is given as:

$$X^2 = \frac{\sum(O-E)^2}{E} \dots\dots\dots (2)$$

Where **X²** = Chi-square,

O = Observed Frequency,

E = Expected Frequency, and

Σ = Summation.

Results and Discussion

This section contains the presentation and the analysis of data as well as the discussion of the findings. The administered copies of questionnaire were designed in line with the research questions, objectives and hypotheses in order to ascertain the relationship among the different adopted variables of coronavirus pandemic and academic performance of students’ in University of Abuja.

Table 1 Return Rate of Respondents

<i>Responses</i>	<i>Questionnaire Administered</i>	<i>Questionnaire Returned</i>	<i>Not Returned</i>	<i>Percentage of Total Questionnaire Returned</i>
Fact. of Mgt. Sci.	91	5	86	25.1
Fact. of Law	91	6	85	24.9
Fact. of Education	91	7	84	24.6

Fact. of Science	91	4	87	25.4
Total	364	22	342	100
<i>Source: Field Survey, 2022</i>				

Table 1 shows response from the questionnaires administered to students in the faculty of management sciences, faculty of law, faculty of education, and faculty of science respectively. It shows that each of the faculty was given 91 questionnaires respectively. Furthermore, 25.0% of the questionnaires collected are from faculty of management sciences, 24.9% from faculty of law, while 24.7% of the respondents were from faculty of education, 25.4% of the respondents were from faculty of science. Indeed, a total of 364 questionnaires was administered and 342(94%) was retrieved.

Table 2: Demographic Characteristics of Respondents

Variables	Respondents' Category	Freq.	Percentages
Gender	Male	137	40.1
	Female	205	59.1
	Total	342	100
Age	Below 30 years	195	57
	31-40 years	76	22.2
	41-50 years	40	11.7
	51 years and above	31	9.1
	Total	342	100
Course	B. Sc. and Equivalentents	201	58.8
	M. Sc. and Equivalentents	93	27.2
	PhD	48	14
	Total	342	100
Units	Fact. of Mgt. Sci.	86	25.1
	Fact. of Law	85	24.9
	Fact. of Education	84	24.6
	Fact. of Sci.	87	25.4
	Total	342	100
<i>Source: Field Survey, 2022</i>			

Table 2 displayed the demographic characteristics of the respondents of this study. The table showed that 137 respondents representing 40.1% are male while 205 of them representing 59.1% are female, these responses showed preponderance of female more than male in the institution. Further revelation by the table showed that the age of 195 respondents are below 30 years representing 57% of the total respondents, 76 respondents representing 22.2% are within the range of 31 – 40 years while, 40 respondents representing 11.7% are within the range of 41 – 50 years and 31 respondents representing 9.1% are above 51 years, this implies that the ages of students is within the average in the institution. Besides, the breakdown of different courses of the respondents showed that 201 or 58.8% are studying B.Sc. and equivalents in the institution, 93 respondents representing 27.2% are studying M.Sc. and equivalents in the institution, 48 respondents representing 14% are studying PhD in the institution. Indeed, 86 respondents representing 25.1% are in faculty of management science, 85 respondents representing 24.9% are in faculty of law, 84 respondents representing 24.6% are in faculty of education and 87 respondents representing 25.4% are in faculty of science.

Hypothesis one:

H₀₁: Lockdown has no significant effect on performance of students in University of Abuja.

Table 3 Observed Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>	<i>Row Total</i>
Male Students	33	21	19	27	37	137
Female Students	50	34	38	40	43	205
Column Total	83	55	57	67	80	342

Source: Field Survey, 2022

Table 4 Expected Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>
Male Students	23	15	33	30	46
Female Students	47	30	33	46	49

Source: Field Survey, 2022

Table 5 Contingency Table

<i>O</i>	<i>E</i>	<i>O - E</i>	$(O - E)^2$	$\sum(O - E)^2 / E$
33	23	10	100	4.35
50	47	3	9	0.19
21	15	6	36	2.40
34	30	4	16	0.53
19	33	-14	196	5.94
38	33	5	25	0.76
27	30	-3	9	0.30
40	46	-6	36	0.78
37	46	-9	81	1.76
43	49	-6	36	0.73

Source: Field Survey, 2022

Calculated $X^2 = 17.74$

Tabulated X^2 :

Level of significance = 0.05

Degree of Freedom = (Number of Row - 1) (Number of Column - 1)

Degree of Freedom = (2 - 1) (5 - 1)

Degree of Freedom = 1 x 4 = 4

Tabulated $X^2 = 9.48$

The decision rule states that when calculated x^2 is less than table x^2 , H_0 will be accepted. On the contrary, when calculated x^2 is greater than table x^2 , H_0 will be rejected. Since the computed value (17.74) is greater than the critical value (9.48), we reject the null hypothesis and conclude that lockdown has significant effect on academic performance of students in University of Abuja. This implies that lockdown result in poor academic performance of students in University of Abuja.

Hypothesis two:

H₀₂: Social Distancing has no significant effect on students' attitude to class attendance in University of Abuja.

Table 6 Observed Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>	<i>Row Total</i>
Male Students	41	14	32	25	25	137
Female Students	32	41	45	50	37	205

Column Total	73	55	77	75	62	342
Source: Field Survey, 2022						

Table 7 Expected Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>
Male Students	32	30	35	27	23
Female Students	51	38	28	50	38
Source: Field Survey, 2022					

Table 8 Contingency Table

<i>O</i>	<i>E</i>	<i>O - E</i>	<i>(O - E)²</i>	$\Sigma(O - E)^2 / E$
41	32	9	81	2.53
32	51	-19	361	7.08
14	30	-16	256	8.53
41	38	3	9	0.24
32	35	-3	9	0.26
45	28	17	289	10.32
25	27	-2	4	0.15
50	50	0	0	0
25	23	2	4	0.17
37	38	-1	1	0.03
Source: Field Survey, 2022				

Calculated $X^2 = 29.31$

Tabulated X^2 :

Level of significance = 0.05

Degree of Freedom = (Number of Row - 1) (Number of Column - 1)

Degree of Freedom = (2 - 1) (5 - 1)

Degree of Freedom = 1 x 4 = 4

Tabulated $X^2 = 9.48$

The decision rule states that when calculated x^2 is less than table x^2 , H_0 will be accepted. On the contrary, when calculated x^2 is greater than table x^2 , H_0 will be rejected. Since the computed value (29.31) is greater than the tabulated value (9.48), we reject the null hypothesis and conclude that social distancing has significant effect on students' attitude to class attendance in University of Abuja.

This implies that student attitude on social distancing result in poor academic performance which leads to low performance in University of Abuja.

Hypothesis three:

H₀₃: Use of face mask has no significant effect on students' performance in University of Abuja.

Table 9 Observed Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>	<i>Row Total</i>
Male Students	45	20	31	19	22	137
Female Students	48	50	49	25	33	205
Column Total	93	70	80	44	55	342

Source: Field Survey, 2022

Table 10 Expected Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>
Male Students	35	26	17	23	36
Female Students	41	38	42	40	44

Source: Field Survey, 2022

Table 11 Contingency Table

<i>O</i>	<i>E</i>	<i>O - E</i>	<i>(O - E)²</i>	$\Sigma(O - E)^2 / E$
45	35	10	100	2.86
48	41	7	49	1.20
20	26	-6	36	1.38
50	38	12	144	3.79
31	17	14	196	11.53
49	42	7	49	1.17
19	23	-4	16	0.70
25	40	-15	225	5.63
22	36	-14	196	5.44
33	44	-11	121	2.75

Source: Field Survey, 2022

Calculated $X^2 = 36.45$

Tabulated X^2 :

Level of significance = 0.05

Degree of Freedom = (Number of Row - 1) (Number of Column - 1)

Degree of Freedom = (2 - 1) (5 - 1)

Degree of Freedom = 1 x 4 = 4

Tabulated $X^2 = 9.48$

The decision rule states that null hypothesis should be rejected if the chi square calculated (36.45) is greater than the critical value of chi square (9.48), otherwise accept. Since the computed value is greater than the critical value, we reject the null hypothesis and conclude that use of face mask has significant effect on employee performance in University of Abuja. This implies that use of face mask result in poor academic performance of students in University of Abuja.

Hypothesis four:

H₀₄: Perception about Covid-19 has no significant effect on students' academic performance in University of Abuja.

Table 12 Observed Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>	<i>Row Total</i>
Male Students	55	20	14	33	15	137
Female Students	65	32	21	40	47	205
Column Total	120	52	35	73	62	342

Source: Field Survey, 2022

Table 13 Expected Frequency

<i>Options</i>	<i>SA</i>	<i>A</i>	<i>U</i>	<i>D</i>	<i>SD</i>
Male Students	40	28	20	29	20
Female Students	55	40	30	45	35

Source: Field Survey, 2022

Table 14 Contingency Table

<i>O</i>	<i>E</i>	<i>O - E</i>	<i>(O - E)²</i>	$\Sigma(O - E)^2 / E$
55	40	15	225	5.63
65	55	10	100	1.82
20	28	-8	64	2.29
32	40	-8	64	1.60

14	20	-6	36	1.80
21	30	-9	81	2.70
33	29	4	16	0.55
40	45	-5	25	0.56
15	20	-5	25	1.25
47	35	12	144	4.11
Source: Field Survey, 2022				

Calculated $X^2 = 22.31$

Tabulated X^2 :

Level of significance = 0.05

Degree of Freedom = (Number of Row - 1) (Number of Column - 1)

Degree of Freedom = (2 - 1) (5 - 1)

Degree of Freedom = 1 x 4 = 4

Tabulated $X^2 = 9.48$

The decision rule states that null hypothesis should be rejected if the chi square calculated (22.31) is greater than the critical value of chi square (9.48), otherwise accept. Since the computed value is greater than the critical value, we reject the null hypothesis and conclude that perception about Covid-19 have significant effect on students' academic performance in University of Abuja.

Conclusion and Recommendations

Lockdown, social distancing, facemask and perception about Covid-19 pandemic are strongly related to academic performance of students in the selected faculties with statistical significance. The findings showed that lockdown, social distancing, use of facemask and perception about Covid-19 pandemic destabilize academic performance of students. It was concluded that lockdown, social distancing, use of facemask and perception about Covid-19 pandemic positively affects the academic performance of students in the selected faculties in University of Abuja.

Recommendations were made based on the findings and conclusion:

- (i) Strategy on the awareness campaign to educate the students on coronavirus disease 2019 should be modified by the institution.

- (ii) Seminars and workshops should be organized for students on survival strategy during and after Covid-19 pandemic.
- (iii) The selected faculties should request the services of qualified and professional medical and non-medical personnel to look in to the problems affecting them.
- (iv) Embrace new technology that comes with innovations especially using zoom and visual teaching.

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