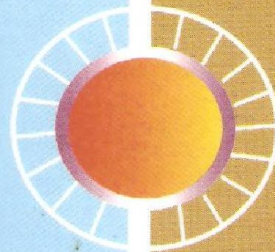


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PREFACE

The desire to meet the drive for dissemination of research output in a rather robust manner led to the establishment of the International Journal of Multi-disciplinary Research. This journal is based on the concept that hardly do we have objects, subjects or events that can be successfully identified, isolated or located on the basis of exclusive parameters of mono-discipline typical of academic departmentalization. It is the conception of the founders of this journal that most events are intrinsically multivariate either within the rigour of scientific analysis or the splendour orientation of human thinking.

Much more importantly, we believe that there is a wide meeting zone within the dichotomy of scientific and humanistic divide. It is therefore our hope that contributions to this journal, while belonging to either side of the divide of discipline, will appreciate the possibility of exploring the zone uniting the two of them for the betterment of the quality of both fundamental and applied research.

It is on this basis that we welcome articles that may fit into this International Journal of Multi disciplinary Research.

Prof. Titilayo Hassan

Editor-In-Chief

1st June, 2009.

EDITORIAL COMMENTS

As this second edition of the International Journal of Multi-disciplinary Research rolls out, all praises go to the Almighty God for His continuous guidance.

The journal aims, among other reasons, to provide an opportunity for effective discourse on important issues, and to serve as a platform for increasing the existing pool of academic knowledge and skills in scholastic expositions. It is indeed a wonderful conglomeration of scientific, management and developmental materials demonstrating the universality of knowledge that abounds.

As we congratulate authors of articles that have made this edition, we thank most sincerely renowned scholars who have painstakingly and diligently served as reviewers.

We believe that the journal would make interesting reading to public and private practitioners, scholars and researchers, trainers and trainees, and all those who may wish to expand their frontier of knowledge in the humanities and sciences.

Prof. Femi Oludimu

Editor

1st June, 2009

Curbing Bribery, Corruption and Other Acts Of Indiscipline In Selected States In Nigeria : A Multi-dimensional Approach

By

Ogundele, O. J. K., A. R. Hassan,
N.S. Alaka and B.R. Yussuf

Abstract

This paper presents an empirical study on acts of indiscipline in selected states in Nigeria, highlighting the global causes of indiscipline, perceptions on acts of indiscipline and solutions to acts of indiscipline in the country. The study was an action research that was motivated by the need to discover the nature, patterns and solutions to a national problem of indiscipline, which had become a major obstacle to the nation's developmental efforts. Opinions of six hundred and four (604) randomly selected respondents spread across public and private organizations in Lagos and Oyo states of Nigeria were gathered and analyzed.

It was discovered in the study that economic, psychological and socio-cultural circumstances were the first three (3) causes of indiscipline, and that the listed 60 acts of indiscipline identified in the study negatively affected the attainment of national development goals in Nigeria. A multidimensional approach is suggested in solving the problems of corruption and bribery for healthy development of Nigerian business.

Introduction

Corruption and bribery are universal and possibly inherent in human society existing in practically all countries of the world. In sub-saharan African countries and particularly Nigeria, they have attained disturbing levels. Their practice seemingly enjoys societal indifference instead of condemnation. Corruption means immorality, debasement or bad conduct, it is evil behaviour. The consequence of which are decay, loss of strength and prosperity, leading to deterioration and rottenness. Such depravity includes bribes, using sex to secure favour, and several forms of fraudulent practices. Bribery refers to behavioural acts of giving anything or promise made to induce a person to do something illegal or wrong. Things given could be money, tangible assets, sex

and several forms of services. Corruption, Obasanjo (2000) opined, covers such acts, as the use of one's office for pecuniary advantage, gratification, influence peddling, insincerity in advice with aim of gaining advantage, less than a full day's work for a full day's pay. The above descriptions show that bribery and corruption have several elements. It is to be noted that corruption and bribery are unethical behaviour. A corrupt person is a dishonest person. Equally a person who gives or receives bribe is a dishonest person. Both of these concepts are acts of indiscipline.

The present Federal Government is poised to wage 'WAR' against corruption and other forms of acts of indiscipline in Nigeria. Can we win without a carefully planned strategy for fighting that war? Most of us will answer "NO" to this question. Thus, there is the need for planning how to fight that war.

The desire to carry out a study on the nature and management of acts of indiscipline was spurred by the findings in the study of indigenous entrepreneurs by Ogundele (2000), where acts of indiscipline in various forms were the second most important problems confronting and inhibiting the performance of the indigenous entrepreneurs.

Antecedents to Nigerian corruption

Pre-Colonial Era of Arab Trade

Eze (1996) explained pre-colonial African ancestral behaviour in terms of several basic psychological failures. Rodney (1976) stated that in the 4th century, Arab traders came to Africa mainly for trade and commercial purposes. They observed that African chiefs and community leaders were selling slaves and engaged in human sacrifices with the slaves and they offered to buy the slaves. This marked the beginning of slave trade in Africa. The human sacrifices and selling of fellow human beings into slavery were most serious forms of corruption.

Era of international European Trade

Europeans first arrived Africa in the 15th century. Between the 16th and 18th centuries, they had used their superior power to control and monopolize commercial activities in Africa, exporting various finished goods to Africa. They used these goods to exchange for black African slaves who were transported to mine gold in central and South America (Eze, 1996). Rodney (1976) traced the

root of African underdevelopment to the first four centuries of Afro - European trade (15th 18th centuries). Then there were acts of indiscipline of corrupt practices committed by Africans against Africans in the process of slave trade. There were also corrupt practices or acts of indiscipline committed by Europeans against Africans.

Colonial Era

On one hand, there was the presence of the colonial government with its law and order to ensure a peaceful atmosphere for exploiting the natural resources of Africa, On the other, were missionaries with the twin products of “Christianity and education” with their civilizing influences. These further strengthened the existence of relatively higher level of discipline and less corrupt practices in the African colonies through moral teachings and western education. Thus, corruption and bribery were then under control.

Post Independent Period

Most colonial African countries became independent in the late 1950s and 1960s. Here, are two examples of write-ups on two (2) African countries: Zarembo and Mabry (1997), on Zaire, stated that the greatest legacy of Mobutu Sese Seku the former Zairian leader was a national ‘grab-what-you-can’ culture. They noted that one story held that a World Bank executive once asked Mobutu to loan money to his own country. He was reported to have said he would, but that he had no assurance that his people would pay him back. The legacy, they said would be most difficult obstacle for the rebels who toppled him to overcome. Edefah (1997), reported that the triple titans of the late chief Obafemi Awolowo, Dr. Nnamdi Azikiwe and Alhaji Ahmadu Bello created several problems for Nigeria.

This included their negative roles in sowing and nurturing such national sins as tribalism or ethnicity, political intolerance, public distrust and nepotism and so many other ills of the Nigerian political process.

Attempts By Governments At Curbing Corruption and Bribery And Other Acts Of Indiscipline in Nigeria

When General Murtala Muhammed became the head of state, there was massive dismissal and compulsory retirement of people alleged to have been corrupt in one form or another. President Shehu Shagari was reported to have

said that “more than anything among our problems is that of bribery, corruption, lack of dedication to duty, dishonesty and all such vices” (Enahoro, 1982).

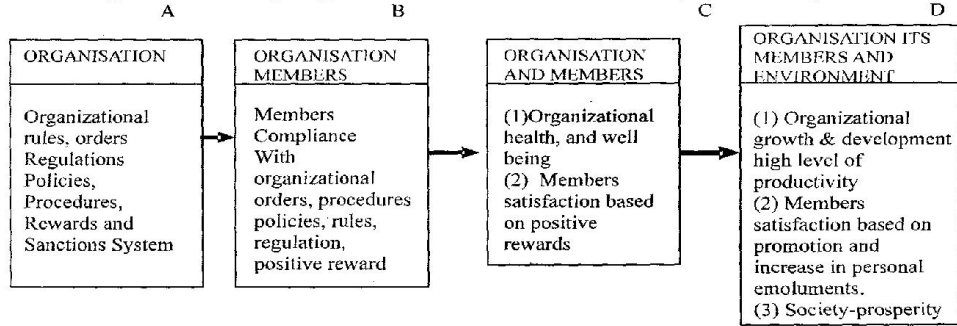
In 1984, General M. Buhari established WarAgainst Indiscipline (WA 1). General Ibrahim Babangida terminated it in 1985 and replaced with a programme tagged Directorate of Social Mobilization (MAMSER), which again was replaced with the National Orientation Agency (NOA) by Sani Abacha. The General Olusegun Obasanjo administration later established the Independent Corrupt Practices and other related Offences Commission (ICPC). This was backed up by an Act of the National Assembly. The Economic and Financial Crimes Commission (EFCC) was also established under the same administration to check corrupt practices in Nigeria. Several writers (Osahon, 1981; Oji, 1982; Nwankwo, 1985; Bolaji, 1985; Ezewu, 1985; Nzeribe, 1986; Ayagi, 1990; Arene, 1990 and Ekpo-Ufot, 1990) had come up with one thing or the other against the general indiscipline in our society ranging from). Each of them focused on different aspects of the problems. Oseni (1993) carried out an ex-ray of high level forms of corruption in the Nigerian Police Force which was, and is still a product of the larger society. Ogundele (2000) found that acts of indiscipline including bribery and corruption were the second most important inhibitors of the performance of two groups of indigenous entrepreneurs.

Corruption and bribery have their effects on the performance of Nigerian business. Models of the consequences of corruption and bribery on performance of organization are presented below.

Models of the Study

First, is a model of organization where low or no bribery and corruption dominate. Second, is a model of organization where bribery and corruption dominate.

Figure 1: Model of Organization where low or no Bribery and Corruption Dominate

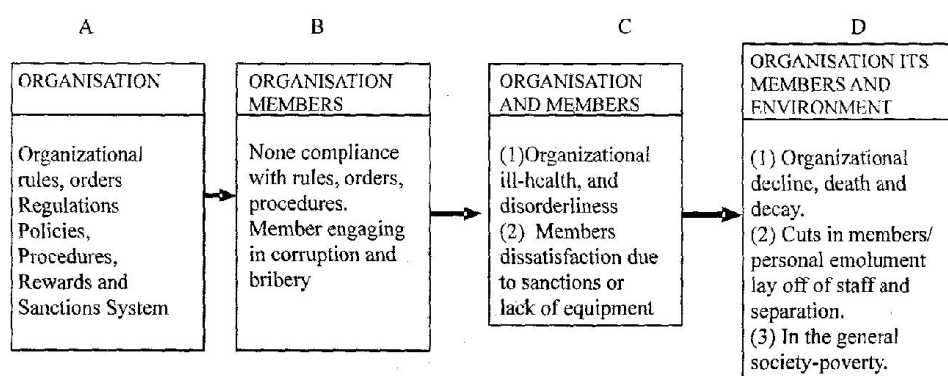


Source: Adopted from Ogundele. O.J.K: Social responsibility and ethics in environmental management. Proceedings of National Conference Environment and Behaviour Association of Nigeria. Federal University of Technology, Akure. pp 300- 304.

In Figure I above, section A stands for an organization with its features of rules, order, etc, designed to ensure desired predictable behaviour. Persons that comply with rules and regulations are positively rewarded. Section, B depicts interaction between members and the organization. Members who obey rule and regulations are rewarded in cash, kind and status.

Section C, shows the consequences of complying with rules and regulation for the organization and the individual members. Section D, reflects a situation where organisational health and well-being interact with members satisfaction. This results in organizational growth and development and high level of productivity. The increased productivity will ensure better compensation and promotion of members of the organization and prosperity and the society.

Figure 2: *Model of Organization where Bribery and Corruption dominate*



Source: Adopted from Ogundele, O.J.K: Social responsibility and ethics in environmental management Proceedings of National Conference Environment and Behaviour Association of Nigeria. Federal Univ. of Technology, Akure. pp 300-304.

Again in figure 2 above, section A stands for the organization with its rules, order etc. Section B shows none compliance with rules and regulations by members who engage in corruption and bribery. Section C indicates ill-health and disorderliness in organisation that attends to breaking rules and regulations, and dissatisfaction of members as a result of sanctions. Finally, section D represents terminal consequences, which for the organization, include: stagnation, decline, death and decay. Cuts in members' personal emolument, lay off of staff and separation. For the society at large, poverty.

It is therefore proposed that abstaining from corruption and bribery will produce organizational health and members satisfaction. This will lead to organizational growth and prosperity for the society at large.

Presence of corruption and Bribery in an organisation will produce organizational ill-health, decline, death and decay. A field study on acts of indiscipline with corruption and bribery inclusive in Nigeria will now be presented to show the relevance of the model.

Field Survey

Based on the realization that there is the need to curb these acts of indiscipline in Nigeria; an Exploratory Action Research on it was carried out. The research activities were focused on Nigerian citizens in Oyo and Lagos States. The

targeted respondents were scholars, public servants, private business owners and their employees and other individuals engaged in one economic activity or the other. The period of the research activities spanned December, 2003 to September, 2004. A total of 1,520 questionnaires were administered. There were 667 returned questionnaires, out of which 604 were useable. It is to be noted that the concept, "Acts of Indiscipline" used in the research covers all forms of unethical and negative behaviours. They include corruption, smuggling, armed robbery indeed all imaginable sets of immoral and unethical behaviours. Thus, it is broader in scope than corruption.

Research Instrument

The research questionnaire was designed to generate information on the nature, patterns, consequences, control and management of acts of indiscipline in Nigeria. It consisted of three major parts, namely: - Part I: Introduction or general section. Part II: 60 listed acts of indiscipline from which respondents were asked: to make specific selections. Part III: open-ended questions. Respondents were asked various questions on indiscipline based on their perceptions and personal experiences. Overall, the comprehensive research work was in twelve sections. However, only three of these sections will be summarized here. These are: -(1) List of causes of indiscipline in Nigeria today, (2) perceptions on acts of indiscipline in Nigeria, and (3) suggested methods to be used for solving the problems on indiscipline in our society. The instrument was modified by 15 experts of management and organizational behaviour within and outside Nigeria, and its content validity was confirmed, while its reliability coefficient 0.83 (Cronbach alpha) suggests that the findings were significantly reliable and suitable for factor analysis (Stewart, 1981).

Results

Global Causes of indiscipline

This section concentrates on all possible causes of indiscipline listed by respondents, in relation to the society in general. They are not restricted to any particular work organization. They are called here "Global" causes of indiscipline. This is to differentiate them from causes of indiscipline that are specific to the individual organizations in which the respondents work.

The respondents' perceptions of the causes of indiscipline in Nigeria were content analyzed. The result was a list of 106 global causes of indiscipline. The listed 106 global causes were further rearranged to fit into a neat, compact structure, thus producing 15 combinations of several major causes of indiscipline. These are shown in table 1 of the appendices to this paper.

The grouping of the issues in Tables 1 and 2 are done based on the academic orientation, perception, and experience of the author. People with different orientations may have categories that are less or more. The global causes of indiscipline as contained in table I above are of two categories. The external causes, which emanate from the environment in which the individual lives. They are the environmentally generated causes of indiscipline in Nigeria. The individual causes are those that emanate basically from the individual members of the society. They are not forced on the individual by the environment. The causes listed in the 2 broad categories in Table! will, be examined in summary forms.

External or Environmental Causes

Economic causes

These relate to issues of economic well being of the members of Nigeria society. The issues involved

Include among others: Lack of employment, Craze for wealth, Poverty, Poor pay, Depressed economy, Corruption, Bribery, Materialism, High costs of living, Discrimination in employment, to mention a few.

Psychological causes

These are born out of uncontrolled desire to satisfy the psychological needs. They include: Love of money, extravagant life style, Get-rich-quick syndrome, Selfishness, Greed of all kinds, Inordinate ambition, Living beyond means and Lack of self-control.

The Socio-Cultural causes

These are embedded in the socio-cultural environment, based on group dynamics. The issues listed

here include: A society that is generally corrupt, Neglect of customs and moral values, Disobedient attitude of Nigerians, Collapse of standards, Peer group

influence, Ethnic prejudice, Lack of social infrastructure, Societal instability. Copying others and, indecent dressing.

Family background causes

The family unit is the primary unit or the foundation building block of the society. It is on it that other building blocks of the society are supposed to rest. The listed causes of indiscipline based on family background are the followings: Lack of home training, Lack of moral up bringing from home, undisciplined parents, Exhibiting corrupt family life, broken homes, Lack of parental cares, Wrong up bringing from childhood and truancy from home.

Leadership based causes

The leadership in a normal society is expected to be model of behaviour. The causes of indiscipline based on leadership include: Poor leadership, Weak leadership, Corrupt leadership, Lack of disciplined leadership, Leaders attitudes towards indiscipline, Hero-worshipping, Lack of accountability by leaders, Lack of good leaders.

Multi-Dimensional causes

These relate to situations where a combination to two or more factors work together to lead to the Commission of acts of indiscipline. They include: Lack of concern by government, parent and schools, and various forms of acts of indiscipline, producing further acts of indiscipline.

Political causes

They relate to actions and inaction on the part of those who are in authority. The listed items include: Continuing military interventions or rule in Nigeria, Political instability, Inaction by government and its agencies on reported cases of acts of indiscipline, corrupt government officials, Political fanaticism, Lack of concern for people's welfare, Conflicting rules and regulations, Poor management of resources and Lack of good government.

Neglect of social and values and norms

These are acts of: Gross unfaithfulness, Dishonesty, Laziness, Lack of commitment, Anxiety to attain great heights without work's worth, Unnecessary haste going to nowhere, Lack of trust and Looking for easy way out.

Religious causes

Religion is supposed to teach moral and decent behavior to its adherents. Causes of indiscipline that are linked with religion include: Lack of proper religious moral teaching, Lack of fear of God, Lack of

Commitment to religious tenets, Lack of disciplined religious upbringing and religious fanaticism.

Legal/Judicial causes

They relate to the functioning of the legal and judicial systems in Nigeria. Listed issues based on the

Legal judicial environments are as follows; Lack of independence of the judiciary, Lack of proper enforcement of laws, corrupt law enforcement agents, Manipulation of the judiciary and lawlessness in all ramifications.

Civilization/Modernization causes

There are acts of indiscipline whose commissions are attributed to civilization or modernization. The

Elements of modernization mentioned include: Foreign influences encroaching on our moral and cultural values, Imitating indecent foreign behaviours, showing films that display acts of indiscipline.

Motivational causes

Lacks of motivation in all types of work in organizations are listed as a cause of acts of indiscipline.

Management slacks causes

Poor management of various types on the part of those at the helm of affairs are another causes of

Indiscipline. All the causes discussed thus far are environmental causes of indiscipline. The personal or individual level causes will next be examined.

Individual Causes**General educational causes**

Education is supposed to impart knowledge, to broaden the outlook of an individual. And it is hoped, to make him/her a better-behaved member of the

society. The following causes of indiscipline are linked with education: Lack of formal education, Poor education, Inadequate education, Ignorance, Wrong educational upbringing, Lack of moral up bringing in schools, Inadequate preparations for examinations and emphasis on paper qualifications.

Training and Development cause

Closely linked with education is training and development. Its purpose is to build in the individuals, Various manipulative and intellectual skills and insights. This is to enable them to contribute meaningfully to the development of the society. Lack of training and development is listed as one of the causes of indiscipline in Nigeria today. The causes of indiscipline based on Table 2 are multi-faceted. Therefore, solving these problems require multi-directional approaches. Table 2 is a display of the perceptions of each group converted into percentages. It shows that bribery occupies the second position in term of frequency of listing by the; rank and file, supervisory and middle management levels. It tops the list of the top management level.' When all the four groups' are combined together, the first ten most important listed acts are bribery, robbery, embezzlement of

Funds, smuggling, hoarding of essential commodities to make excessive gains, fraudulent practices, Discrimination in employment on bases of ethnic or tribal origin, lobbying or position for which one is unqualified, falsifying rewards, and Arson. It should be noted that all the acts listed in tables 2 in varying degrees would be exhibited by persons who is morally corrupt.

Suggested Solutions

The analysis of the suggested solutions to the problem of indiscipline in Nigeria resulted in a list of 145 issues. These are, again, grouped into 17 major approaches to produce a compact list as shown in Table 3 of the appendices. Just as the problems of indiscipline are multi-faceted, their suggested solutions are complex in nature. The suggested solutions were given from: political, value-related, economic, legal/judicial, religious, managerial, leadership, family, socio-cultural and psychological perspectives, among others.

Discussion of Findings

The models of this study predict that corruption and bribery-free organisations will enjoy organisational health leading to growth and increased productivity.

On the other hand, organisations that are infected by corruption and bribery will suffer ill-health, stagnation and decay resulting in poverty for the society. The general findings of the study were similar to that reported by Ekpo-Ufot (1990). Let us illustrate the effects of bribery on business in Nigeria. Many project executed in Nigeria were reported to be at inflated costs. The Ajaokuta Steel project was awarded at a cost of 800 million Naira in the 1980s by the Alhaji Shehu Shagari Administration. After over twenty years, the project, which had been subjected to several reviews, had been penciled down to be re-awarded to three firms at a cost of fifteen (15) billion Naira. We are not aware of the total costs spent on the project thus far (Olaleye, 2003).

In contrast, the High Commissioner of Trinidad and Tobago, had this to say, “our political and social infrastructure rests on the economic infrastructure of a world-class oil refinery, three fertilizers complexes, eight methanol plants (making us the largest exporter of methanol in the world), an iron and steel plant ... But perhaps the jewel of this industrial crown is our LNG plant constructed on schedule in three years and below the original estimated cost (Edward, 2002)- That is a report in a society where there is disciplined behaviour. Can one say this about Nigeria or any other African country?

The hoarding of essential commodities to make excessive gains have the effect of increasing costs of doing business in Nigeria. Take for example, periods where petroleum products were hoarded with consequent increased cost of transportation for men and materials: In such situations, meeting contractual business obligations became problematic. One could give illustrative examples on each of the 60 acts contained in table two. On corruption, Oseni (1993) had this to say. “It is not enough defence that our police is corrupt because of the corruption in the society itself. It is unacceptable either that the police force cannot be divorced from its society, which is itself undisciplined. The argument therefore holds the police as a physician who is to cure the ailing society of its ailments and restore its health.

Implications of Findings

NEPAD (2001) policy statement, observed structural impediments to growth and development in the form of resources out flow and unfavourable terms of trade. At the same time, political and economic leadership in Nigeria impede

the effective mobilization and utilization of scarce resources in order to attract and facilitate domestic and foreign investment (NEPAD, 2001).

To solve the problem of corruption and bribery and put Nigerian businesses in a healthy situation, to be able to compete effectively in the global market will require a multi-dimensional approach. Umam (2000) noted the pervasive nature of corruption among the ruling elites leading to failure and collapse of multi-million dollar public corporations, enterprises and contracts.

Solutions must focus on changing people's behaviour by employing the following approaches; political, values-related, economic, legal/judicial sanctions, religious, managerial, leadership, family, socio cultural, educational, training and development, police/armed forces reforms, motivation, modernisation, developmental and multi-dimensional approaches. These are some of the ways to solve several problems created by corruption and bribery in the Nigerian business in particular, and African in general.

Conclusion

This write up is prepared based on one principal objective. That is, the hope that the body to be charged with the responsibilities of curbing the commission of acts of indiscipline, will find the materials herein, as useful inputs. It is to be noted that the findings of this study were similar to Ekpo-Ufot (1990) study carried out in Lagos State. On the whole, the necessary approach to solving the problem of indiscipline is composite not unidirectional. It therefore requires packaging treatments. Since the solutions to indiscipline demand a packaging approach, the government is completely free to start with any of the issues listed in this paper. The government is in the best position to know where shoe pinches most at any point in time. It is best to start from the most threatening ones. The hopeless situation can be transformed to hope through human resources development. This will involve 2 (two) broad methods. These are both the Jihadist and Evangelistic treatments, which have to be simultaneous, in execution.

The evangelistic treatment relates to massive education. The Jihadist approach is centered on strict sanctions against offenders.

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Appendices

Table I: Global Causes of Indiscipline In Nigeria				
I	EXTERNAL CAUSES	NO. OF ISSUES LISTED	FREQUENCY OF LISTING	FREQUENCY IN %
1.	Economic cause	20	587	21.15
2.	Psychological cause	12	415	14.90
3.	Socio-Cultural cause	15	249	8.94
4.	Family background cause	7	218	7.83
5.	Leadership based cause	6	213	7.65
6.	Multi-dimensional cause	2	212	7.61
7.	Political cause	11	169	6.07
8.	Values related cause	10	147	5.28
9.	Religious cause	6	140	5.03
10.	Legal/Judicial cause	5	120	4.31
11.	Civilization/Modernization cause	4	74	2.66
12.	Motivation cause	1	27	0.95
13.	Management slacks cause	1	12	0.42
		100	2585	92.82
II INDIVIDUAL CAUSES				
14	General Educational cause	5	140	5.03
15	Training & Development cause	1	60	2.15
	Grand total	106	2785	100.00

Source: Field Survey, 2004.

Table 2: Acts of Indiscipline that affect attainment of National Development Goals

S/N	Some Acts of Indiscipline	Rank & File level (n=215) %	Supervisory level (n=147) %	Middle Mgt level (n=133) %	Top Mgt level (n=107) %	Total of all level (n=604) %
1	Robbery	92.4	80.9	92.4	83.8	88.0
2	Bribery	93.8	78.2	91.6	88.5	88.6
3	Embezzlement of Funds	92.8	74.8	87.0	76.2	84.2
4	Discrimination	78.2	61.2	79.4	71.4	67.0
5	Destruction of public property	63.9	65.9	70.2	70.4	67.0
6	Drunkenness in public places	40.2	44.8	60.3	42.8	46.3
7	Sexual unfaithfulness by married adults	37.9	49.6	54.9	34.2	44.3
8	Truancy from home	12.7	43.5	54.9	36.2	44.4
9	Sometimes feeling guilty for wrong done	28.4	30.1	48.1	28.5	32.0
10	Living beyond means and on credit	-17.1	42.7	66.4	45.7	54.0
11	Hoarding of essential commodities	75.4	66.6	88.5	66.6	74.6
12	Leaking of official secrets	54.5	49.6	64.9	52.4	55.2
13	Littering the streets with wastes	41.2	46.2	53.4	40.9	43.8
14	Ethnic prejudices and hatred	63.0	57.8	69.5	68.6	64.1
15	Cheating in Examinations	54.9	62.6	73.3	69.5	63.4
16	Sexual laxity	41.7	45.6	61.1	40.9	46.8
17	Truancy from school	44.0	53.3	59.5	40.9	49.0
18	Loafing at Work	48.3	45.6	57.3	52.4	50.3
19	Gambling for money	47.4	61.9	62.6	45.7	54.0
20	Cheating in sharing of profits or rewards	44.5	55.1	64.9	40.0	51.0
21	Cheating in a game involving two or more	31.2	47.6	51.1	39.0	41.0
22	Failing to keep one's words and promises	46.9	58.5	70.2	55.2	56.4
23	Purposely breaking laws, regulation, etc.	65.9	62.6	70.9	61.9	65.5
24	Sexual laxity among unmarried	45.5	51.0	54.9	40.0	48.0
25	Telling lies to save one's face	45.0	57.1	70.2	54.4	54.9
26	Having sex, so as to get what one wants	50.2	58.5	70.2	57.1	57.9
27	Larceny	37.9	43.3	54.2	39.0	44.3
28	Misuse of property or allocated resources	66.8	67.3	69.5	61.9	66.6
29	Fraudulent practices	69.2	77.5	76.3	74.3	73.7
30	Demanding money illegally	51.2	61.2	69.5	60.9	59.4
31	Family violence, involving husband and wife	42.2	46.9	50.4	35.2	44.0
32	Stealing private property	45.5	54.4	57.3	41.9	49.7
33	Purposely destroying another person's life.	40.7	61.9	60.3	50.5	52.7
34	Rape	40.7	51.7	54.9	38.1	46.1
35	Forgery	66.4	61.9	78.6	58.1	66.5
36	Domestic violence	26.1	45.6	48.1	33.3	37.0
37	Extortion	40.7	51.7	62.6	48.6	49.7
38	Arson	65.9	68.0	81.7	60.0	68.9
39	Stealing Public or private Property.	66.4	65.9	80.2	60.9	68.4
40	Openly threatening to harm another person	42.2	50.3	60.3	38.1	47.5
41	Dangerous driving	48.3	58.2	67.9	50.5	55.7
42	Obtaining Stolen property	40.7	57.1	47.3	44.7	47.0
43	Planning secretly to harm another person	42.2	54.4	61.8	36.2	48.5
44	Abusing another person	37.0	45.6	46.6	32.4	39.6
45	Exhibiting a dirty habit	39.8	51.0	58.0	39.0	46.5
46	Smuggling	11.1	71.4	35.5	61.9	75.1
47	Lobbying for position	47.4	70.0	75.6	57.1	71.0
48	Truancy from work	59.2	60.5	74.0	50.5	59.0
49	Lateness to work	54.5	58.5	74.0	66.6	62.0
50	Absence from work without permission	41.8	56.5	70.2	48.6	55.7
51	Insubordination at work	42.6	46.3	51.9	42.8	45.6
52	Nepotism	49.8	47.6	63.4	43.8	51.2
53	Assault (public and Private)	40.2	51.0	51.9	46.6	46.6
54	Malicious acts	40.2	47.6	5.5	42.5	46.8
55	Back-biting	42.6	47.6	54.9	40.9	46.3
56	Colluding expatriate to sabotage Economy	70.6	62.6	74.0	52.4	66.2
57	Displaying wealth unnecessarily	47.4	49.0	62.6	45.7	50.8
58	Parties and money spraying	45.0	51.7	59.5	40.9	49.2
59	Canceling vital information vital information	59.2	57.1	67.9	47.6	58.6
60	Falsifying records	75.8	67.3	75.6	60.0	70.9

Source: Field Survey, 2004

Table 3: Classification of Suggested Solutions

<i>Solutions to External causes</i>				
	NO. OF ISSUES LISTED	FREQUENCY OF LISTING	FREQUENCY IN %	
1.	Political approaches	20	473	13.25
2.	Values related approach	17	440	12.32
3.	Economics approach	13	416	11.65
4.	Legal/Judicial sanctions approach	16	408	11.43
5.	Religious approach	12	366	10.25
6.	Managerial approach	18	283	7.93
7.	Leadership approach	5	246	6.89
8.	Family approach	7	233	6.53
9.	Socio-cultural	10	166	4.65
10.	Educational approach	6	121	3.9
11.	Training & Development approach	5	120	3.36
12.	Psychological approach	4	87	2.44
13.	Police/Armed forces approach	3	74	2.07
14.	Multi-dimensional approach	5	68	1.90
15.	Motivation approach	2	36	0.98
16.	Modernization or Environmental Development approach	1	2	2.15
	Sub Total	144	3498	99.13
<i>Solutions to Individual Causes</i>				
17.	Self or individual approach	1	31	0.87
	Grand Total	145	3570	100.00

Source: Field Survey, 2004.