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THE ROLE OF POLITICAL SCIENCE IN HUMAN CAPITAL DEVELOPMENT: A PATHWAY TO GOOD GOVERNANCE.

Ogbe, Ejotubu Henry
Department of Political Science

and
Onyemekihian Jude
*Department of General Studies
College of Education, Agbor.
Agbor, Delta State, Nigeria.*

Abstract

The relevant knowledge needed to enthrone good governance is embedded in Political Science. The role of Political Science in human capital (manpower) development is explicitly revealed by this paper through observational and secondary methods of data gathering adopted. Among others, the paper revealed that; the knowledge of Political Science unfold the attributes of good governance in a state, and that by its sub-fields, Political Science trains and develops various categories of human capital such as public administrators, political analysts, public policy analysts, diplomats, educators, political news reporters, and through workshops, conferences, seminars, etc. Political Science improves civil servants performance/productivity. The paper also, revealed that the study of Political Science does not make one a politician as common sensically perceived by many people and equally identified among others ethnic factors, corruption and ignorance as barriers to good governance. Elements of Political Science as general course of study in all tertiary institutions should be introduced to educate the minds of men to be advocate and observance of good governance and tackling of corruption, poverty and ethnic factors by government are some of the recommendations made by this paper.

Keywords: Political Science, Human Capital, Development, Democracy and Good Governance.

Introduction

Human being is both the instrument and ultimate beneficiary of what development is. Development is a product of knowledge(education). Education is a powerful instrument for training and development of human capital and of transformation of human society. Also, according to Mordi and Banwune (2015) education is an indispensable tool to democratic progress and sustainable development of any nation.

Democracy is all about making democratic decisions and these decisions need (political) education to enlighten the citizens on the significance of their decisions toward achieving good governance (Ogbe, 2015). In Africa, which Nigeria is inclusive, rule of law, equity, accountability and transparency remain abysmally low because both the rulers and the ruled hardly observed them as guiding principles of good governance, which resultant is the reign of impunity in the society as seen in the case of President Jacob Zuma of South Africa who

spent the state funds (15million U.S dollars) in renovating his private residence and that of Senator Esther Nenadi Usman, a director of finance for the Peoples Democratic Party (PDP) campaign organization that refunds part of N2.5 billion cash (part of the 2.1 billion U.S dollars Dasuki Arms Saga) given to her in the heat of 2015 election by Colonel Sambo Dasuki, a formal national security adviser after she has been detained by Economic and Financial Crimes Commission (EFCC) for about four days (The Guardian Editorial Board, 2016; in Nigeria, respectively).

Furthermore, the anti-good governance activities in African democratic states as aforesaid are occurring largely due to late democratization of African states. Ogbe (2015) noted that long period of oligarchic rule experienced in Africa has made the nascent democratic leaders display oligarchic modus-operandi in their ruling. For example, President Yahaya Jammeh of Gambia whom was voted out of office on December 1st, 2016 by Gambians after 22years of rule, he (Jammeh) conceded the electoral defeat and congratulated the elected President, Mr. Adama Barrow but Jammeh rejected the electoral result after 8days, hence, he refused to vacate the office, a scenario that made Economic Community of West African States (ECOWAS) to use military coercion to force him out the of the office in January 2017, after ECOWAS and African Union (AU) were unable to convince Jammeh to respect the electoral results and relinquish power peacefully (Omonobi, Umoru and Erunke, 2017). Good governance is sine-qua-non to true democracy. Democracy requires the combined efforts of both the rulers and the ruled to bring about good governance. In other words, both parties must be acquainted with the principles of democracy and good governance which among other political science is 'loaded' with.

Still on undemocratic attitude of Africans, there is need for the knowledge of Political Science in human capital development to bring good governance. The knowledge of the said discipline becomes relevant in African democratic states as it inculcates democratic principles and other relevant knowledge in Youths (citizens) who are expected to strictly obey the laws and futuristically tomorrow's leaders. Emphatically, state, systems of government, scientific analysis of political activities and behaviour are some of the domain of Political Science as a discipline. Therefore, the knowledge of the Political Science trains, develops and spurs citizens to be observers of democratic principles in a democratic state, which resultant is good governance. It helps man (human capital) to become qualified and proficient in doing jobs/tasks. The paper examines among others, the role of Political Science in human capital development in bringing about good governance in democratic rule in African States through observational and secondary methods of data gathering.

Objectives of the Study

Human capital is inseparable from societal development and societal development emanates from good leadership. Therefore human capital needs to be developed with relevant knowledge to bring about meaningful development and sustain such development. Political Science is a body knowledge that is capable of developing human capital not only for the management of private sector of a state for the benefits and improvement of standard of living of the people, it is equally develop general skills needed for attainment of good governance in a state. Thus, the paper examines the role of Political Science in human capital development

for good governance in a state. So, the paper has the following as objectives;

- * To give conceptual understanding of political science and human capital development.
- * To investigate the role of political science in human capital development.
- * To give expository explanation of the significance of political science to good governance.
- * To identify barriers to good governance.

Method of Data Gathering

Observational and secondary methods of data collection are adopted in this study to examine the role of political science in human capital development as well as bringing about good governance in Nigeria, Africa in general.

Conceptual Clarification

Political Science

Political Science has been defined variously by different scholars in the field. However, the content of these definitions/explanations revolve state and power. Political science is variously defined as it is originally emphasized by the Greek term "*Polis*" for city-state and "Scire" means to know as reported by Bueno (2012) as follows;

- * Political science is the systematic study of the political power and authority of the state and government.
- * Political science is the systematic study of the institutions, organization, processes and law of the government.
- * Political science is the branch of government that performs the various political tasks such as the delivery of basic services.
- * Political science is the exercise of sovereign political right of the state and government to carry its tasks for the improvement of quality of life in the society.
- * Political science is the study of politics that may influence the government structures and processes in a given society.

Commonly held view about political science is that, it is the study of politics, which takes place in a state. State establishes government, and government is the power to control the state and to determine the nature of governmental activities of the state. Therefore, politics is about state and power. Easton (1957) submits that politics is the authoritative allocation of values. Similarly Lasswell (1930) views politics as the study of who gets what, when and how. These definitions have power and state as their characteristics because the "authoritative" and who determines "who gets what" use power and, these activities take place in a state.

In summary, political science is the scientific study of the state and governmental power as it concerns politics and other governmental activities that revolve politics.

Democracy

Democracy is the system of government in which power of the government rest on the citizens. The popular definition of democracy as coined by Lincoln in Igbe (2002) is "the

government of the people by the people and for the people". Ogbé (2015) points out the analytical meaning of the aforesaid Lincoln's definition as;

- Government of the people on behalf of the people
- Government by the people representative government
- Government for the people to serve in accordance with the needs and aspirations of the people.

In other words, from the above analysis there interest and developmental yearning of the citizens must be considered favourably in both laws and policies making of a government which is the fundamental objective of government. So, democracy is a civilian-led system of government where the sovereign powers of the state are vested in the people, which they exercise directly or indirectly through their representatives.

Development

Development simply means advancement to another stage. Kambhmpati in Akpotor (2014) views development as a qualitative change which enhances the capacity to perform a stipulated function, to control its environment or destiny. Development is therefore, a change that brings about appreciated improvement in the performance of stated functions. This change demands training, skills and information for it to be actualized.

Human Capital

Human capital is also known as human resource. Barney (1995) Human capital includes all experiences, skills, abilities, judgments, knowledge, contacts, risk-taking and wisdom of individuals and knowledge, skills, understanding and competence including other qualities embodied in individuals that are relevant to among other economic and political activities.

Human Capital Development

Human capital is the essential resource that needs to be improved upon to enhance productivity which enhances development. Ugbomeh (2004) sees Human Capital Development (HCD) as basically human resource investment which has to learn basic skills as well as more specialized skills and ability to manage complex task and organize the work of others. Kelly (2006) in Chiedu (2015) asserts that human capital development is a process of developing and /or unleashing human expertise through organizational and personal training that enhances development for the purposes of improving performance of organisation or individual.

Development comes after training. Training in an organization is designed to provide human capital with the knowledge and skills needed for their present job because many may not come with the complete knowledge needed to perform the assigned job. Robert and Mitchell (1995) articulate human capital development (HCD) as an organized learning activities arranged within an organization in order to improve performance and personal growth of an individual for the purpose of the job, the individual and organization. The definition reveals the significance and necessity of HCD for all and sundry in a state. This is because HCD helps to improve performance and personal growth of an individual and of the organization. Significantly, in difficult condition(s) of no job, with the skills and knowledge acquired from

HCD programme(s), an individual can explore and harness his potentials by doing what he can do through self-employment.

From the afore-discussion, human capital development is a strategy that involves an organized training activity which is aimed at improving the performance of an individual as well as organization or government towards productivity.

Characteristics of Human Capital Development

- * **People Centered:** Human capital development (HCD) package helps individuals to improve their values, perceptions, attitudes and behavioral patterns generally.
- * **Performance Oriented:** The core aim of HCD is to increase productivity capacity of an individual in order to achieve an increased productivity through planned task.
- * **Recognition of Personal Needs:** HCD must have the capacity of protecting human's needs through life. It should be designed to meet the psychological needs that would necessitate and guarantee man's physiological requirements.
- * **Organizational Development Oriented:** HCD must meet organizational needs because the employees are required to apply the organization procedures to accomplish the organization's goals.
- * **Total Workforce:** Excellent performance of organization need involves the total workforce of the organization. A change in the application of the organizational procedures by the workforce is bound to influence the organization's direction completely. Hence, HCD must be organizational development oriented for the purpose of cohesion towards high performance.

Benefits/Importance of Human Capital Development

- * Human Capital Development (HCD) increases worker's productivity, capacity and income.
- * HCD brings about innovation and competition through the existence of more skilled human capability.
- * HCD brings about economic development as people become more productive. This is because economic development depends upon level of industrial activity of production, which onward depends upon productivity of human capital.
- * HCD enlarges people's choices through skills enhancement in order to improve their quality of life.
- * HCD improves performance and personal growth of an individual and that of an organization.
- * HCD empowers individuals to explore and harness his potentials through self-employment in difficult condition(s) of no job.
- * HCD avails employees opportunities to learn new technologies about their assigned job(s) or profession(s).
- * Human Capital Development enhances individuals ethical sensitivities which enthrone peace and political stability in a state which is capable of bring about good governance.

Good Governance

Good governance is the judicious and effective exercise of power for the sole purpose of improving the quality of life of the people (Adesida, 2001). Contextually speaking, United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) reveals that good governance is participatory, consensus oriented, accountable, transparency, responsive, effective and efficient, equitable and inclusive and follow up of the rule of law (www.unescap.org/./good-governance.pdf).

The UNESCAP's perspective of good governance convenes the characteristics of good governance as indicated below;

- * **Rule of Law:** Good governance requires fair legal frameworks that are enforced impartially for the full protection of the people's human rights particularly by the minorities. The enforcement of laws for impartiality requires an independent judiciary and impartial law enforcement agencies.
- * **Accountability:** This implies that government (Public office holders) should be answerable for its actions and inactions to the people who elected them into office(s). The strict practice of accountability in government enthrones effectiveness and efficiency as it makes the public office holders to observe principles of the rule of law.
- * **Transparency:** It implies that government policies and information be freely made available and directly accessible to citizens who will be affected by such decisions, policies and their enforcement. Transparency also means that any decision taken by government and their enforcement are in compliance with the established rules and regulations.
- * **Consensus Oriented:** In a given society, there are many actors as well as several views over what to be done and how to do it. Good governance requires consultation to mediate among different interest in the society to arrive at a consensus on what is in the best interest of the whole society and how it can be attained.
- * **Responsiveness:** Good governance requires that government, institutions and processes are designed to serve all stakeholders within a reasonable time-frame by responding to their complaints, needs and aspirations of the people.
- * **Equity and Inclusiveness:** This means equal opportunity for all members of the society. That is, all members are availed an opportunity or sense of belonging. Here, the government provides the opportunity for all including the less privileged and vulnerable to have opportunities to improve and maintain their well being.
- * **Effectiveness and Efficiency:** Here, effectiveness and efficiency means that government institutions, private sectors and individuals are functioning optimally in accordance with the rule of law and constitutionalism, thereby enhancing the overall effectiveness of the state. Good governance demands the best (effective and efficient) use of resources and their sustainability that are at government disposal.
- * **Participation:** Participation in context of good governance means the involvement of all members of a given society in decision making either directly or through legitimate representatives.

Theoretical Framework

Human capital is an asset possessed by both an individuals and organisation(s), which need

to be improved upon for handsome performance. Gary Becker popularized a theory called Human capital theory, a theory considered suitable for this study. Human capital theory advances explanations that consider the need of organisation, (society) and that of the individuals. Individuals are human beings that have their own needs and dreams (aspirations), thus, human capital theory advocates as reported by Lohrentzin Bojehre and Odogwu (2015) which its emphasizes should be given to, on how individuals can improve themselves in order to realise their goals. While giving their supports to the explanation of human capital theory, Offiong and Jude (2011) opine that through the provision of education, training, skills acquisition, attitudes and developmental opportunities, a society (state) can realise meaningful and sustainable development. States need good governance to achieve developmental yearning of the people and sustain such, and this can be achieved by enlightening the people through political science knowledge.

The human capital (resource) that needs to be developed to enable individuals perform excellently and rationally exist within people, which has the following elements as identified by Bur (1992) to be include capabilities, skills, knowledge, talents and traits. Human capital development is all about enhancement of human capacities and capabilities through provision of relevant education. This is why the United Nations (2003) views "human capital development as empowering people by fostering the contributing capacities of quality of life and their families, communities, enterprises and societies." In this regard, Political Science in human capital development is relevant to the realisation of good governance in a state. Therefore, as field of study, Political Science through its sub-fields - Comparative Politics, International Relations, Public Administration, Political Theory, Constitutional Laws, Public Policy and National Politics/Government teaches various knowledge that are essential for human capital development which is capable of enthroning good governance to a state. This is because, the discipline teaches forms of government, principles and functions of government, rule of law, accountability, mode of participation among others that are attributes of good governance.

Thus, Political Science is a body of knowledge, skills (analytical skills) and capabilities which are not only capable of developing general skills needed in the private sector, it equally develop citizens that are capable of active participation in piloting the affairs of a state for good governance. Political Science is a power (capability) appereled with knowledge to enthrone good governance through human capital development.

Political Science and Human Capital Development

Political science as a field of study is a body of knowledge which concerns the study of political institutions in a state, ideas, values, and doctrines about politics while human capital development (HCD) is about acquiring skills, knowledge and abilities through training to enhance performance and improve productivity. Political science is being taught in colleges of education and universities to train/ develop and improve knowledge of human capital.

The role of political science in human capital development cannot be over emphasized as a discipline with many sub-fields for training and developing different categories of

manpower (Human Capital) in a state. Michael, Robert, James and Walter (2008) point out the importance and relevance (richness) of political science by outlining its sub-fields (sub-disciplines). They are:

- **Comparative Politics:** This examines politics of nations trying to establish generation and theories of democracy, stability and policy. It involves the comparing and contrasting of different nation's governmental activities.
- **International Relations:** Studies politics among nations, including conflict, diplomacy, international law and organizations, and international political economy, as well as foreign policy.
- **Public Administration:** Studies how bureaucracies work and how they can be improved.
- **Political Theory:** Both classic and modern attend to define the good polity. It focuses on major political thinkers.
- **Constitutional Laws:** Studies the applications and evolution of constitution of a country legal system.
- **Public Policy:** Studies the interface of politics and economics with an eye to develop effective programmes.
- **United States Politics (i.e National Politics/Government):** Focuses on government institutions and processes, mostly at the federal, state and local levels. It also focuses on political parties, elections, and public opinions, executive and legislative behaviour. This sub-field could be referred to as National Government from Okonkwo (2015) explanation.

The Knowledge Content of the sub-disciplines of political science briefly explained above display the richness of the discipline (Political Science) and its role in Human Capital Development (HCD) as it (HCD) stands to mean. Interestingly, due to the research nature of the discipline, Political Science trains and develops individuals through the use of computer, research, statistics and data analysis, which thereafter the acquired knowledge also enhance performance and improve productivity of Political Scientist in fields of endeavour. Political Science also relates with other disciplines such as economics, history, sociology, philosophy, mathematics among others. All these facts make Political Science a living discipline and human capital development base.

The commonsensical knowledge about Political Science globally is that, any person that study Political Science becomes a Politician. The knowledge of Political Science can train and develop individuals to become among others;

- * Political Reporter in media houses
- * Bureaucrats, that is, as Administrators
- * Good leader and follower, that is, adhere to rule of law.
- * A teacher/lecturer in the post-primary schools and higher institutions

Emphatically, Political Science is not politics but is the scientific study of politics. Political Science is not necessarily training people to become practicing politicians but among others to be objective in analysis of politics (issues), which may or may not aid practicing politicians. Politicians and Political Scientists (non-practicing politicians) can be differentiated analytically as follows;

- * Politicians love power and wish to have it at their disposal. While Political

Scientists are skeptical of power. They do not regard power as something that must be acquired as others do particularly through illegitimate means.

- * Politicians seek popularity, which may aid them to electoral victory, but Political Scientists seek accuracy by objective analysis of politics (political issues).
- * Politicians hold firm views, most times without verification which may result to unpleasant action(s) e.g Odi Military Massacre in Bayelsa State by President Obasanjo in November 20th, 1999 (Channelstv., 2012) but Political Scientists regard unverified views as tentative statement, which must be investigated and verified to reach conclusion (generalization) which often brings about scientific knowledge.
- * Politicians think practically while Political Scientists thinks abstractly. The abstract thinking inspires Political Scientists to carry out political inquiry on what is right and wrong or good and bad. This aids the growth of political theory/philosophy.
- * Politicians see short-term pay-off while Political Scientists see long-term consequences by analysis of public policies and issues.
- * Politicians plan for next election(s) while Political Scientists plan for next publication(s) due to continuous research on issues in public domain.
- * Politicians respond to groups while Political Scientists seek the good of the whole society.
- * Politicians seek for name recognition while Political Scientists seek for professional prestige.

Political Science is loaded with knowledge, skills, information, facts among others for the purpose of training and development of the people not only training of students of political science but essential for all to become good citizens. Political Science also contributes immensely to human capital development through academic and professional training in workshops, conferences, seminars and lectures for public servants, and political office holders at different levels of government.

Significance of Political Science to Good Governance

The knowledge of Political Science is indubitable to good governance in a democratic state. The knowledge content of Political Science and what it teaches encompasses the characteristics of good governance. These characteristics are regarded as principles of good governance by this paper as they guide and guard government activities to good governance, as analytically explain below;

Participation and Accountability: Political Science teaches and exposes the importance of citizens' participation in politics and its modes of participation to bring about accountability in government. Citizens' participation makes sitting government to be answerable for their actions and inactions in the course of their governance and administrations. Ibodge (1999) notes that citizens' participation in government as inputs influence the direction of policies that are made by political leaders or public administrators. Political participation brings about legitimacy of government and legitimacy brings about accountability in government. This is why Olisa et al in Ejovi and Mgbonyebi (2014) emphasized that legitimacy as perception involves over all feelings of the people that the

structures, processes, decisions and directives of government are in the public interest, and such must be obeyed. Citizens participation in government ensures enthronement of Nigerian good governance was evidence in the peaceful protest of Nigerians at the National Assembly (Senate) gate on April 27th, 2016 calling on the Senate President Saraki to resign due to the under declaration of his assets, which case is ongoing in Code of Conduct Tribunal Bureau as well as challenging the legislators to legislate well for the interest of Nigerians (TVC News, Nigeria, 2016).

Rule of Law and, equity and Inclusiveness: Rule of Law requires impartial and incorruptible law enforcement agencies in order to achieve its supremacy in a state. Rule of law through its principles of equality, impartiality and fundamental human rights, it avails equal opportunity to all groups in the society, particularly the less privilege and vulnerable to improve and maintain their well-being.

Consensus Oriented and Responsiveness: Political Science teaches significance of lobby in practice of politics. The various view points as well as several actors in the government must be mediated through consultation, lobby and dialogue to reach a consensus on what is the best interest of the whole society and how it can be achieved by the government. The outcome of the mediation helps government to a larger extent to respond within a reasonable time-frame to the grievances, needs and aspirations of the people. The said situation could be seen in the consultation, lobby and dialogue that went on between the Nigerian National Assembly and Executive (Presidency) for the approval of the padded 2016 Budget (TVC News, Nigeria, 2016).

Effectiveness and Efficiency: This means sustainable effective and efficient use of state's resources and the protection of the environment in good governance which needs good public policies. Public administration which is one of the sub-disciplines of Political Science teaches the processes and stages to follow to arrive at good public policies formulation and implementation. According to Adebayo (2000) the concept of efficiency is keynote in the study of Public Administration.

Transparency: Observance of rule of law, political participation and accountability bring about transparency in government.

The knowledge content of Political Science is a builder of good governance as expository discussed above. Its content loaded with the elements that constituted good governance, which educates the minds of citizens through its teaching and reading.

Barriers to Good Governance

Observationally, below are some barriers to good governance in Africa, Nigeria in particular.

Ethnic factor(s): Any democratic government formed on the basis of ethnic consideration often lacks good governance because the basis of its operation usually characterized with ethnicity, hence, nepotism and favourism will be prioritized over principles of equity, inclusiveness, transparency and massive participation. A situation that is capable of causing

ethnocracy. Ethnocracy is a practice in a democratic state in which one ethnic group hold a good number of positions in a government to the disadvantages of other ethnic groups. uses it positions to marginalize the other ethnic groups in areas of positions and allocation of resources (Agidi, 2014)

Corruption: Corrupt practice which is an un-genuine practice can never result to good governance because good governance is all about among other things massive participation of the people, accountability, transparency, equity and inclusiveness. Therefore, corruption (its practice) is contrary to good governance.

Poverty: Poverty demoralizes its victims not to belief in democracy as often times in Africa the expected democratic dividends are not rendered to the electorates by their leaders due to corruption. Corruption causes poverty and the latter demoralizes citizens' active participation which encourages no accountability, no transparency and but encourages inequity, which resultant is lack of good governance of a government in a state.

Ignorance: Poverty causes ignorance because the means of getting information are not financially free most times. Ignorance incapacitates someone to be inactive in participation. Active participation of citizens in government is one of the attributes of good governance that unfold other attributes (have equally mentioned in the paper) for true practice of good governance in a state.

Insecurity: Insecurity in a state causes political instability and insecurity of lives and properties. It distracts government attention from effectiveness and efficiency as issues of development are not response to. The insecurity victims may physically, psychologically and emotionally unstable for constructive criticism and useful contributions that can enthrone good governance.

The above analysis shows how the identified factors become barriers to good governance in a state.

Conclusion

Political Science trains and develops different categories of manpower for both organizations and nations as revealed in this paper due to its sub-fields relations and treatments of the elements of other social sciences disciplines. Also, Political Science knowledge is so significant to all and sundry in a society as its contained and teaches the democratic principles which can enthrone good governance, which principles (of good governance) are equally contained in Political Science for teaching and development of the people to be advocates and observance of good governance in a society. Hence, the knowledge of Political Science is nutriment for African democrats to match on their nascent and fragile democracy to 'maturity' as well as to sustain such.

Recommendations

Based on the findings of this paper, the following recommendations are made;

- * Political Science should be introduced to all tertiary institutions as general course of

study to educate the minds of men to be advocates and observance of good governance.

* Also, civic education and government as subjects should be given serious attention to at the secondary schools level by the government as a measure to inculcate the principles of good governance in the minds of the students because the above mentioned subjects contained the elementary knowledge of political science for at that level of education.

* Organizations/government should organize human capital development (HCD) that would benefit both the organizer(s) and the employees of the organizer(s). In other words, HCD should not be one sided.

* Government should create jobs for its citizens and regular payment of salaries as at when due to serve as measures to curb poverty and corruption in a state, a corrupt society corrupts individuals therein.

* Ethnic factors should be de-emphasized by all in their dealings within government sectors, between government and citizen(s), and among citizens in a state to foster good governance. This is because ethnic emphasizes bring about distrust and envy among political actors and other citizens, which causes non-compliance to principles of rule of law, accountability, transparency and equity.

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