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Perception Of Good Leadership Among The Academics In Nigeria: Case Of Benue State University, Makurdi

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INTRODUCTION

Lack of good leadership has been a thing of concern in any organization to the society. A leader is someone chosen, elected or appointed by the people to direct the affairs of his people, followers or any organization. Leadership is about people. It is the art of positively influencing people to follow the attainment of a common goal.

Leaders perform many roles and they require the cooperation of their followers to achieve a defined goal. This is why some people believe that leadership involves the art of influencing the behavior of a group of people in order to achieve specific objectives or goals (Federal Republic of Nigerian, 2003). Commenting further on the qualities to be possessed by good leaders, they should be knowledgeable, visionary, must be honest, upright and trust-worthy. They must be impartial most of the times, fearless and be prepared to preserve, not giving up quite easily. They must be loyal and devoted to their duties, use their initiatives when necessary, respect others to earn their respect (Federal Republic of Nigeria, 2003). According to leadership quotes (2002), the top ten list of leadership characteristics are visionary, integrity, consistency, coach/ facilitator, accessibility, courage, over communicates, positive role model and inspirational. According to Pindar and Petrol (2007) on ratings of various elements of governance on the basis of gender, more male respondents rated leadership quality as 'poor' compared to female respondents. Their finding agrees with the African Governance Report (2005). In Oni (2006), revealed that there was a significant relationship in the perception of democratic governance between male and female school leavers. On marital respondents, Jega (2007) maintained that good governance entails the management of public affairs in a way that is seen to be responsible and responsive to the basic needs and aspirations of the people. On religion affiliation, Amuako (2005) opined that good governance was the use of power by leaders to create an enabling political and legal environment for economic growth and the proportion of equitable distribution of the fruits of growth. Also, Ajayi (1998), said that the accomplishment of political promises to the electorate would definitely earn the ruling party and the political leaders seeking a renewed mandated to be returned to power. Oni (2006) revealed that there were others who perceived democracy as a process to bring about salvation from the dominion by a hegemonic ethno-religious group, which was perceived to have cornered power and access to the country's resources for their own benefit to the detriment of other ethno- religious groups in the country. He also revealed that democracy should be about restricting the federation, liberating and freeing minorities and the oppressed and giving them unfettered rights of self- determination and resource control. Oni (2006) in his finding revealed that there is no significant perception of democratic governance and school leavers in rural and urban areas.

Research Questions

The objectives of the study were:

- i. To determine the influence of gender on the academics perception of good leadership.
- ii. To examine the influence of status on the academics perception of good leadership.
- iii. To determine the influence of religion on the academics perception of good leadership
- iv. To determine the influence of discipline on the academics perception of good leadership.

Research Hypotheses

The following null hypotheses were formulated:

- i. There is no significant difference between males and females respondents in their perception of good leadership among the academics in Nigeria.
- ii. There is no significant difference between single and married respondents in their perception of good leadership among the academics in Nigeria.
- iii. There is no significant difference between Christian and Muslim respondents in their perception of good leadership among the academics in Nigeria.
- iv. Respondents from different disciplines were not significantly different in their perception of good leadership among the academics in Nigeria.

METHOD

The method employed in this study was the descriptive survey method. The population of this study consisted of 210 copies of questionnaire were given out to respondents selected within the faculties of social sciences and management sciences, of Benue State University, makurdi. Out of these, 200 were returned and only 198 were found useful. The stratified sampling technique was used to categorized respondents into gender, status, Religion and field of study (discipline).

The major tool of this study was a questionnaire titled "Perception of Good Leadership Among the Academics in Nigeria" (PGLAANQ). The terms and statements embodied in the questionnaire were related to the objectives and hypotheses of the study. The questionnaire was a self- report inventory designed to elicit information on the qualities of good leadership among the academics as perceived by the students. The questionnaire had two sections, section A contained personal bio data; while section B was to measure perception of respondents on qualities of good leadership among the academics in Nigerian University, rating VC: very common 4; C:common 3; R: rare 2; VR: very rare 1.

A reliability test was carried out on respondents in Delta State University, Abraka using test- retest methods. The 30 respondents were not part of the study. The scores obtained from the administration of the questionnaire were correlated, using Pearson product moment correlation and the correlation coefficient was 0.78.

The researcher administered 210 copies of questionnaire out and 200 were returned on the same day and only 198 were in use.

Inferential statistics such as the independent t-test statistics and one-way analysis of variance were

employed in analyzing the data. The hypotheses were tested separately using t-test statistics for hypothesis one, two, and three, while one-way analysis of variance was used to test hypothesis four. All the hypotheses were tested at 0.05 level of significance.

PRESENTATION OF RESULTS

The various results of the research hypotheses of the study are presented below

HQ 1:

There is no significant difference between males and females respondents in their perception of goal leadership among the academics in Nigeria University.

Table 1: t-test Analysis of difference in males and females perception of good leadership among the academics in Nigeria University.

	Gender	No of cases	Df	\bar{X}	SD	Cal. t-value	Crit. t-value	Decision
Qualities of good leadership	Male	110	198	34.25	27.69	0.03	1.960	N S
	Female	100		34.90	27.02			

NS= Not significant at 0.05 level

HQ2:

There is no significant difference between single and married respondents in their perception of good leadership among the academics in Nigeria University.

Table 2: t-test analysis of difference in single and married respondents perception of good leadership among the academics in Nigeria University.

	Status	No of cases	Df	\bar{X}	SD	Cal-t value	Cri. t-value	Decisi
Qualities of good leadership	Single respondents	80	198	34.73	28.77	0.01	1.960	NS
	Married respondents	120		34.48	27.10			

NS= Not significant at 0.05 level

HQ3

There is no significant difference between Christian and Muslim respondents in their perception of good leadership among the academics.

Table 3: t-test analysis of difference in Christian and Muslim respondents, perception of good leadership among the academics in Nigeria.

	Religion	No of cases	Df	\bar{X}	SD	Cal. t-value	Cri. t-value	Decision
Qualities of good leadership	Christian	120	198	35.09	25.62	0.05	1.960	NS
	Muslim	80		33.94	28.78			

NS= Not Significant at 0.05 level

HQ4

Respondents from different disciplines were not significantly different in their perception of good leadership among the academics in Nigeria.

Table 4: One –way analysis of variance on respondents of different disciplines and their perception of good leadership among the academics in Nigeria.

Source of variation	SD	DF	MS	Cal. t-value	Cri. t-value	Decision
Social science	12.37	3	4.12	1.19	2.60	NS
Management science	12.37	3	4.12	1.19	2.60	
Error	676.5	196	3.45			
Corrected Total	688.87	199				

NS= Not significant at 0.05 level

DISCUSSION OF FINDINGS

Table 1: gives analysis of difference in male and female perception of good leadership among the academics. The data shows that there was no significance difference between male and female in their perception of good leadership among the academics. The calculated t-value 0.03 was less than the critical t-value of 1.960 at 0.05 level of significant difference between males and female in their

perception of good leadership among academics. This statement agree with Ani (2006) who shows in his study that there was a significant relationship in the perception of democratic governance between male and female school leavers. In contrary view Pindar and Petrol (2007) on ratings of various elements of governance on the basis of gender, shows more male respondents rated leadership quality as “poor” compared to female respondents.

Table 2: shows analysis of difference in single and married respondents in their perception of good leadership among the academics in Nigeria University. The data indicated that there was no significance difference between single and married respondents in their perception of good leadership among academics. The calculated t-value 0.01 was less than the critical t- value of 1.960 at 0.05 level of significance, df of 198. The null HQ was therefore accepted. The result revealed that there was no significance difference between single and married respondents in their perception of good leadership among academics. This findings is in line with Jega (2007) as he maintained that good governance entails the management of public affairs in a way that is seen to be responsible and responsive to the basic needs and aspirations of the citizen.

Table 3: gives the analysis of the responses of the respondents difference between Christian and Muslim in their perception of good leadership among the academics in Nigeria University. The result shows calculated t- value of 0.05 was less than the critical t- value of 1.960 at 0.05 level of significance, df 198. The null hypothesis was therefore accepted. The result revealed that the was no significant difference between Christian and Muslim respondents in their perception of good leadership among academics in Nigeria University. This result Ajayi (1998) and Amuako (2005) in their research supported this findings, that good governance was the use of power by leaders to create an enabling political and legal environment for economic growth and the proportion of equitable distribution of the fruits of growth.

Table 4: it shows the analysis of the respondents from different disciplines and their perception of good leadership among the academics in Nigeria University. The result shows calculated t- value of 1.19 was less than the critical t- value of 2.60 at 0.05 level of significance df 3.196. This shows that respondents from different discipline were not significantly different in their perception of good leadership among the academics in Nigeria University. Oni (2006) supported this findings as he also revealed that there was no significant relationship between perception of democratic governance and school leavers in rural and urban areas of his study.

RECOMMENDATIONS

Based on the findings of this study the following recommendations are made possible:

The university is the highest training of the mankind it should organized workshop that focuses on leaders to imbibe leadership qualities as integrity consistency, accessibility, maturity, honesty above all to belief in freedom of expression. Additionally, it could examine the relationship between academic leadership and their characteristics exhibition within the University.

CONCLUSION

Good leadership among the academics at the University will bring rapid progress, success and development within the university and the nation at large.

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