INFLUENCE OF AFRICAN IDEOLOGIES AND PEACE ON WORK ATTITUDES AND PERFORMANCE AMONG STAKEHOLDERS

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Abstract

This study investigated the influence of African ideology and peace on work attitudes and performance among stakeholders (metal work students and educators) in technical colleges in Enugu State Nigeria. Two research questions were answered while one hypothesis was tested at 0.05 level of significant. The study used survey research design and the population was 105 which comprises of 90 year two metal work student and 15 Metal work educators (2018/2019 academic session) drawn from two accredited technical colleges offering metal work technology in Enugu State. There was no sampling since the population is of manageable size. The instrument for data collection was a structured questionnaire. The instrument was validated by three experts. Cronbach Alpha reliability method was used which yielded an overall reliability coefficient of 0.83. The data was collected by the researchers with the help of one research assistant. Out of 105 copies of the questionnaire administered, only 101 copies were retrieved giving a 96.2% return rate. Data collected were analyzed using mean and standard deviation to answer the research questions and t-test was used to test the hypothesis at 0.05 level of significant. Generally, the study found out that African ideology and peace have great influence in work attitudes and performance of metal work students and educator of technical colleges in Enugu state. The paper recommended among others that there should be a shift from the African mentality and peace for a better attitude and performance among metal work students and educators in Nigeria.

Keywords: Africa Ideology, Peace, Work Attitude, Performance, Stakeholders

Introduction

There have been several attempts to converse underdevelopment in Africa, these attempts which includes the 1986-1990 Priority Programme of Economic Redressing of Africa

(PPREA) adopted by the OAU in 1985, complementary UN Programme for the Economic Redressing and Development of Africa, Alternative Structural Adjustment Programme for Africa to mention but a few, have not yielded much result (Jean 2011). The challenges of Africa economic growth and technological development have been attributed to so many factors including their beliefs and their state of peace which have in many ways created large impact on their attitude towards work and performance. In order to reverse underdevelopment in Africa, there should be a paradigm shift on the ideology and state of peace in African Nations.

An ideology is a set of beliefs and values attributed to a person or group of persons as it is applied to their economic, political, religious theories and policies. An ideology of a nation is responsible for success and failure of a nation (James 1997). To the author, the ideology of a nation offers guideline for policy and its implementation concerning the future of the people of that nation. **Our beliefs about what we are now and what we can be in future goes a long way in contributing to what we become and nothing is impossible if handled with a positive attitude** and peace of mind especially as it concerns African nations. Africans according to Reve (1995) are the people residing in Africa nations. African in this context refers to black people who are residents of Africa nations and fall within the Zulus, Xhosas, Sothos, Tsongas and Vendas. These African nations (Zulus, Xhosas, Sothos, Tsongas and Vendas) according to Dumisani, (2008) are from the same ethnic groups and share common cultural beliefs.

African ideology is the belief or way of life of African people. It is the ideology that is informed by African culture (Graham & Al-Krenawi, 2003). African belief according to Dumisani (2008) refers to the customs, culture, knowledge, habits, skills, arts, values and a way of life of African people. Barker (1999) refers to African ideology as the way Africans tends to understand their relationship with social institutions, nature, objects, other people and spirituality. There are different kinds of African ideology thus; communalism, capitalism, socialist ideologies among others. This study concentrated on the ideology of communalism. This is due to the fact that communalism ideology is the African ideology that has some elements of its believe still persist till the present days and has not interrogates the emerging realties of the global world. African communalism refers to the traditional way rural areas of Africa have been functioning in the past. Polycarp (2018) defines African communalism ideology as a moral doctrine that also values human dignity, rights, and responsibilities. To the author, African communalism does not necessarily see a conflict between individuals and community; they are mutually supportive, and people are required to have the moral attitude of contributing to the culture of the community for their own well-being. This attitude creates the priority of duty, which is for the fundamental goal of creating a community, in order to provide the material conditions for actualizing individuals' substantive rights and well-being. Supporting this, Torrey (1972), stated that the way people view things differs and it depends on their cultural beliefs which have impacts in their rights and well-being. This clearly indicates that People's view of things is based on their culture. All cultures of the world are dynamic but there are elements African communalism cultures (ideology) that have been there, and will continue to be there. Gyekye (1995), opined that a comparative study of African cultures shows that, despite the undoubted cultural diversity arising from ethnic groups in Africa, threads of underlying similarity do run through the beliefs of the various African societies. Africans in communalism ideology generally believe in the Supreme Being, ancestors, witchcraft, traditional healing, rites of passage, polygamy among others

(Dumisani, 2008). There are also some common values guiding these Africa nations such as: interconnectedness of all things; the spiritual nature of human beings; collective individual identity; the collective/inclusive nature of family structure; the oneness of mind, body and spirit; and the value of interpersonal relationships. (Mekada 1999, Daniels 2001). These cultural values have important implications on work attitudes and performance of stake holders.

African culture differs from non-African (western world) culture in that Western culture generally ignores the spiritual dimension of phenomena and focuses on the visible, measurable, physical reality, mainly intellectual and devoid of emotional content. African culture, on the contrary, is more involving, more personal; emotionally affective and expressive (Van der Walt 1997). Such a culture like Africans which is so personal and emotionally affective brings about factors of underdevelopment. These factors includes: low income of the nation, high inequality, uneven access to resources, social exclusion, insecurity, environmental degradation, pandemics, among others that keeps a nation in underdeveloped state. The underdevelopment of African Nation is not only caused by these factors but also on the absence of peaceful climate.

Peace is the body that creates and sustain peaceful society. Peace is seen as calmness, unity or harmony in any society and is among human highest values in the world. Peace according to Jean (2011) is a framework addressing the challenges that are facing the world African inclusive. Peace cuts across progress, innovation and good governance. It stimulates economic transformation, good management of resources and assets, mobilization of revenue and people's welfare. The peaceful state of a Nation as observed by Jean (2011) leads to: free flow of information, good relationship with neighbours, high level of human capital, and acceptance of right of others, low level of corruption, sound business environment, well-functioning government and equitable distribution of resources. Peace is also associated with many other social characteristics that are considered desirable, including stronger economic outcomes, higher resilience, higher level of inclusiveness and more sustainable environmental performance. Maloka in Gleneagles (2005) maintained that a crucial step towards rethinking development is to recognise and consider the existence of peace as one of the preconditions for development of African countries. Gleneagles (2005) indicated that peace is the first condition of successful development in Africa Nations. Peace therefore is the prerequisite for the survival of humanity as it creates an optimal environment which human potential can flourish. Without peace, it will not be possible to achieve the levels of trust, cooperation or inclusiveness necessary in a nation. The Peaceful climate of a nation which leads to economic growth and development of a Nation is obtained where the stakeholders have right attitude to work.

An attitude refers to an opinions, beliefs and feelings about once environment. How we behave at work often depends on how we feel about being there. Work attitude is refers to the feelings and commitment that people have towards their job which leads to job satisfaction and emotional fulfilment (lumenlearning n.d). This is because things that make us happy with our job often make us more committed to the job as well. Organisations and companies believed that right attitude to work are worth tracking because it is often associated with good performance. Performance according to business dictionary (n.d) is the accomplishment of a given task measured against pre-set known standards of accuracy. It is the fulfilment of an obligation, in a manner that releases the performer from all liabilities under the contract. Factors that contributes to work attitude and performance includes among others; working

environment, leadership actions, the relationships they form with colleagues and the level of stress the job entails (lumenlearning n.d). Working for the good performance and success of any organisation is a collective responsibility of the stakeholders.

The stakeholders are the people that are involve in the decision making of an investment. Stakeholders according to business dictionary (n.d) are persons, group or organization that has interest or concern in an organization. Stakeholders can affect or be affected by the organization's actions, objectives and policies. Some examples of key stakeholders are creditors, directors, employees, government agencies, owners (shareholders), suppliers, unions, and the community. They have different shears of the work in the organisation which must be carried out with right attitude to work in other to achieve the objectives of the organisation. The stakeholders in the contest of this study are the persons that have responsibilities and interest in achieving the goals of metal work Technology of Technical Vocational Education and Training (TVET) in technical colleges in Enugu State Nigeria.

Technical vocational education and training is an education that *imparts necessary skills and competencies to students for the purpose of employment and self-reliant.* Federal Republic of Nigeria (FRN), (2004) described TVET as the integral part of general education, a means for preparing for occupational field and effective participation in the world of work, an aspect of lifelong learning and preparation for responsible citizenship, a method of alleviating poverty, and an instrument for promoting environmentally sound sustainable development. The main purpose of technical vocational education and training (TVET) is to provide skilled manpower in applied science, engineering technology, Metal work Technology and commerce to operate, maintain and sustain the Nation's economic activities for rapid socio-economic development (Akpotohwo 2015).

Metal work Technology is an aspect of Technical Vocational Education and Training that deals with the construction, building, manufacturing and production of mechanical parts and production of metal articles. Metal work according to Iteku and Obiuwevbi (2014) is a technology that is concerned with the extraction of metals for the production of different components for industrial and technological applications that ranges from construction of rail, roads, air and water transportation. It comprised of different areas of specializations such as fitting and machining, fabrication, welding, foundry and forging and the objective of all these metal work areas gears towards work force development for economic and technological growth of any nation. The economic growth, development, and sustenance of any nation largely depend on the level of her technological development. Okeleke, (2014) maintained that Technical, Vocational Education and training (TVET) metal work inclusive, is the engine for economic growth which rises from the attitude and performance of stakeholders. Attitude towards work and performance of (TVET) stakeholders can easily be influenced by many factors especially peoples' ideology and peace if not controlled. It then becomes necessary to determine the influence of Africa ideology and peace on work attitude and performance for economic and technological growth of Africa nations.

Statement of the Problem

There is no region of the world that has not experience some culture and absence of peace, but while many parts of the world have moved towards greater technological development and economic stability, Africans has remain under develop. Mutombo in Francis (2011) observed that there are social conflicts, tension, violence and wars in Africa which is merely based on

their belief and this has caused large shortfalls in the enhancement of human capacity of their citizens. This undoubtedly has contributed to the high poverty level of the African continents. Supporting this, Young (1982) maintained that despite decades of conceptualising, formulating and implementing various types of economic policies and programmes, the African region still contains a growing share of the world's absolute poverty states, Thus there is political instability, social corruption, insecurity, low creativity, talent, freedom independence, resource management and good governance.

African nations still lags behind the rest of the world in terms of the quality of its human capital which gives way for good attitude towards work and performance (Francis 2011). These weaknesses of Africa as a Nation is attributed to their ideology and state of peace which has greatly influenced their attitude toward work and performance. It is therefore imperative to determine the influence of ideology and state of peace of Africans on work attitude and performance among TVET (metal work) stake holders that hinders Technological advancement and Economic development of the African Nations.

Purpose of the Study

The main purpose of the study was to determine the influence of African ideologies and peace on work attitudes and performance among stakeholders. Specifically the study determined:
1. The influence of African ideologies on work attitudes and performance among metal work stakeholders.
2. The influence of peace on work attitudes and performance among metal work stakeholders.

Research Questions

The following research questions guided the study
1. What are the influence of African ideologies on work attitudes and performance among metal work stakeholders?
2. What are the influence of peace on work attitudes and performance among metal work stakeholders?

Hypotheses
1. There is no significant difference in the mean response of metal work educators and students on the influence of African ideologies on work attitudes and performance among metal work stakeholders.

Methods

This study investigated the influence of African ideology and peace on work attitudes and performance among stakeholders (metal work students and educators) in technical colleges in Enugu State, Nigeria. The study adopted a survey research design, two research questions were answered while one hypothesis was tested at 0.05 level of significant. The study was carried out in Enugu state and the population was 105 which comprise of 90 year two metal work students (2018/2019 session) and 15 Metal work educators drawn from two accredited technical colleges offering metal work technology in Enugu State. There was no sampling since the population is of manageable size. A structured questionnaire was used for data collection. The instrument was validated by three experts. Cronbach Alpha reliability was used for the reliability which yielded an overall reliability coefficient of 0.83. The data was

collected by the researchers with the help of one research assistant. Out of 105 copies of the questionnaire administered, only 101 copies were retrieved giving a 96.2% return rate. Data collected were analysed using mean and standard deviation to answer the research questions and t-test was used to test the hypothesis at 0.05 level of significant. Any mean value that is greater than or equal to 3.50 was accepted while mean values less than 3.50 were rejected. However, the null hypothesis was accepted if the p-value (t-calculated) is greater than 0.05 level (t-critical) but the null hypotheses was rejected if the p-value (t-calculated is less than 0.05 level value of the t-critical.

Results

Table 1 Mean, standard deviation and hypothesis of the response of metal work educators and students on the influence of African ideologies on work attitudes and performance among metal work stakeholders.

S/N	Item Statements	Mean	S.D	p-value	Remarks	Sign
1	African ideology brings about poor value system of stakeholders which affect their work attitude and performance in any establishment.	3.88	0.74	0.14	Agree	NS
2	African ideology brings about low income of a nation which affect the work attitude and performance of any establishment.	3.68	0.66	0.08	Agree	NS
3	African ideology brings about falling in trade shares of a nation which affect the work attitude and performance of any establishment.	3.97	0.76	0.81	Agree	NS
4	African ideology brings about slow growth of a nation which affect the work attitude and performance of any establishment.	3.78	0.78	0.51	Agree	NS
5	African ideology brings about high inequalities in national income which affects the work attitude and performance of any establishment.	3.81	0.79	0.67	Agree	NS
6	African ideology brings about uneven access to resources distribution of a nation which affect the work attitude and performance of any establishment.	3.58	0.75	0.09	Agree	NS
7	African ideology brings about insecurity in a nation which affects the work attitude and performance of any establishment.	3.54	0.77	0.09	Agree	NS

8	African ideology brings about social exclusion among stakeholders which affect the work attitude and performance of any establishment.	3.66	0.82	0.07	Agree	NS
9	African ideology brings about environmental degradation of a nation which affect the work attitude and performance of any establishment.	3.67	0.83	0.16	Agree	NS
10	African ideology brings about pandemics in a nation which affect the work attitude and performance of any establishment.	3.57	0.85	0.17	Agree	NS
11	African ideology brings about low level human capital of a nation which affect the work attitude and performance of any establishment.	3.57	0.84	0.16	Agree	NS
	Grand Mean	3.70	0.78	0.25	Agree	NS

Keys: SD- Standard deviation; REM-Remark; P-value-hypothesis value, NS-Not significant.

Data in table 1 showed the 11 items with their mean values which ranges from 3.54-3.97 were above the cut-off point of 3.50. This indicated that the 11 items were accepted as the influence of African ideology on work attitudes and performance among metal work stakeholders. More over the standard deviation values for the 11 items ranges from 0.07-0.81. This shows that the respondents were not far from one another. On the other hand, the hypothesis showed that all the 11 items in table 1 have their p-values greater than 0.05 level of significance which indicated that the null hypothesis was accepted. This means that there is no significance difference in the mean responses of the metal work educators and students on the influence of African ideology on work attitudes and performance among metal work stakeholders.

Table 2 Mean and standard deviation of the response of metal work educators and students on the influence of peace on work attitudes and performance among metal work stakeholders.

S/N	Item Statements	Mean	S.D	Remarks
1	Peace brings about economic transformation of a nation which affect the work attitude and performance of stakeholders in any establishment.	3.87	0.71	Agree
2	Peace brings about people's welfare in a nation which affects the work attitude and performance of any establishment.	3.67	0.66	Agree

3	Peace brings about good management of resources and assets of a nation which affect the work attitude and performance of stakeholders in any establishment.	3.96	0.75	Agree
4	Peace brings about more effective Government performance in a nation which affect the work attitude and performance of any establishment.	3.79	0.77	Agree
5	Peace brings about stronger economic output of a nation which affect the work attitude and performance of any establishment.	3.80	0.79	Agree
6	Peace brings about higher level of inclusiveness in a nation which affect the work attitude and performance of any establishment.	3.57	0.74	Agree
7	Peace brings about more sustainable environment in the nation which affects the work attitude and performance of any establishment.	3.57	0.76	Agree
8	Peace brings about good relationship with neighbours in a nation which affect the work attitude and performance of any establishment.	3.67	0.83	Agree
9	Peace brings about free flow of information in a nation which affect the work attitude and performance of any establishment.	3.66	0.83	Agree
10	Peace brings about acceptance of the right of others in a nation which affect the work attitude and performance of any establishment.	3.56	0.85	Agree
11	Peace brings about innovation and cooperation in a nation which affect the work attitude and performance of any establishment.	3.55	0.84	Agree
12	Peace brings about progress and truth in a nation which affect the work attitude and performance of any establishment.	3.57	0.82	Agree
Grand Mean		**3.39**	**0.78**	**Agree**

Keys: SD- Standard deviation; REM-Remark.

Data in table 2 showed the 12 items with their mean values which ranges from 3.56-3.96 above the cut-off point of 3.50. This indicated that the 12 items were accepted as the influence of peace on work attitudes and performance among metal work stakeholders

Discussions

The finding of the study in Table 1 with respect to the research question 1 revealed how African ideology can influence work attitude and peace among metal work stakeholders to include; African ideology brings about poor value system of a nation which affect the work attitude and performance of any establishment, African ideology brings about low income of a nation which affect the work attitude and performance of any establishment, African ideology brings about falling in trade shares of a nation which affect the work attitude and performance of any establishment, African ideology brings about slow growth of a nation which affect the work attitude and performance of any establishment, African ideology brings about high inequalities a nation which affects the work attitude and performance of any establishment, African ideology brings about uneven access to resources of a nation which affect the work attitude and performance of any establishment, African ideology brings about insecurity of a nation which affect the work attitude and performance of any establishment, African ideology brings about social exclusion of a nation which affect the work attitude and performance of any establishment, African ideology brings about environmental degradation of a nation which affect the work attitude and performance of any establishment, African ideology brings about pandemics of a nation which affect the work attitude and performance of any establishment among others. The findings indicated that African ideology has great impact in work attitude and performance of stake holders. This is in corroboration with the study of James (1997) who maintained that the ideology of a nation is an agent that is responsible for success and bears the stigma for failure of that nation. The findings also is in consonance with studies of Barker (1999) who defines African ideology as the way Africans tends to understand his or her relationship with social institutions, nature, objects, other people and spirituality.

The findings of the study in Table 2 with respect to research question 2 revealed the influence of peace on work attitude and performance among stake holders to include; Peace brings about Economic transformation of a nation which affect the work attitude and performance of any establishment, Peace brings about people's welfare in a nation which affects the work attitude and performance of any establishment, Peace brings about good management of resources and assets of a nation which affect the work attitude and performance of any establishment, peace brings about more effective Government in a nation which affects work attitude and performance of any establishment among others. This agrees with the assertions of Jean (2011) who indicated that peace is transformational in that it is a cross-cutting factor of progress in a nation. Gleneagles (2005) also supported that peace is the first condition of successful development in Africa nations.

Conclusion

Africans have remained under develop due to their ideology and state of peace and lags behind the rest of the world in terms of the quality of its human capital resources. These weaknesses were associated with their ideology which has greatly influenced their attitude toward work and performance. A country cannot be more developed than the capacity of its human resources. Investment in human capital through having right attitude to work promotes good performance of the stake holders and the organisation as a whole. It is therefore importance to transform the ideology of Africans and their state of peace to capture good attitude to work for good performance among TVET (metal work technology) stake holders and in turn give way to technological advancement and economic development of the African nations.

Recommendations

Based on the findings of the study, the following recommendations were made:

1. There should be a shift from the African mentality and peace for a better attitude and performance among metal work stakeholders in Africa.

2. African leaderships should rehabilitate, reconstruct and deconstruct African ideology culturally, politically, technologically and militarily.

3. There should be availability of resources for effective work attitude and performance among stakeholders in Africa.

4. More workshops and other enlightenment programmes on African ideology and peace should be constantly done to redirect peoples' poor perceptions and mind-set to enable good attitude to work and performance among stake holders.

5. Disseminating information and good governance should be maintained in African nations to enable good attitude to work and performance among stake holders.

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