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# Table of Contents

Circles of Oppression: Active Females’ Responses in Fatou Keita’s Rebelle ......................... 1  
  Dr. Temidayo Onojobi, Olabisi Onabanjo University

Mitigating Employee Threats to Information Security by Improving Employee Levels of Information Security Awareness: A Multi-Factor Approach ........................................... 11  
  Dr. James C. Hyatt, Fort Hays State University

‘One Ward One Enterprise (Owoe)’: A Basis For Poverty Alleviation in Bayelsa State .......... 17  
  Dr. Helen Opigo, Federal University Otuoke

Refining Employee Commitment and Performance By Integrating Traits of Organizational Culture .................................................................................................................. 28  
  Dr. Henrietta Okoro, Colorado Technical University

Lookism as a Gender-Specific Concern: Assessment of Male and Female Attitudes Towards Appearance of TV Programme Presenters in Owerri, Imo State, Nigeria .......... 39  
  Dr. Nken Fab-Ukozor, IMO State University  
  Dr. Agwu A. Ejem, Maurid Polytechnic

Pharmacists’ Perception and Satisfaction with Computerized Physician Entry Order in Riyadh ........................................................................................................................................ 55  
  Dr. Naif Bakarman, Raseel Holding Company, Saudi Arabia  
  Dr. Ashraf Esmail, Dillard University

The Effects Of Glyphosphate Herbicides on Fingerlings of Catfish (Clarias Gariepinus) .... 72  
  Dr. Chioma Nwakanma, Michael Okpara University of Agriculture

The Effects of Subsidy Removal on the Escalation of Political Corruption in Nigeria ........... 80  
  Dr. Adejoke Sheyin, Tai Solarin College of Education

Female Ship Inspectors: A Virtue of Managing Risks ................................................................. 93  
  Dr. Njideka Kelley, New Generation Consulting Resource Solutions

Biomass Briquetting and Entrepreneurship Development in Nigeria .................................... 102  
  Dr. Helen Opigo, Federal University Otuoke

  Dr. Odizuru Iteogu, Olabisi Onabanjo University

Contributors ................................................................................................................................ 125
BOOK OF ABSTRACT

Circles of Oppression: Active Females’ Responses in Fatou Keita’s Rebelle

Dr. Temidayo Onojobi, Olabisi Onabanjo University

Abstract: Oppression in its various forms is endemic in male dominated societies around the world, cutting across class, race, age, religion among others. Exposure to oppression without any doubt significantly increases women’s insecurity. Its impact resonates in all areas of the life of women. This paper expunges various forms of oppressive realities encountered by three female fictional characters on the one hand and their responses to the same on the other hand. The study employs a combination of Non-violent and violent theories as its theoretical framework. Fatou Kéïta’s Rebelle, narrative is investigated. The scope of the article covers the concept of oppression, cultural oppression, and different stages of oppression, non-violent and violent theories, and synopsis of the fiction under study, analysis, and conclusion. Kéïta espouses verbal protest, female bonding, and flight, which are forms of non-violent response as possible routes out of male sexual and cultural violence. She creates Malimouna who rallies round the oppressed women and protects their interest; the protagonist also flees from the agent of female circumcision. Fanta and Fami Kana another active victims of male oppression employ physical assault which is a form of violent approach as a possible means of eschewing cultural violence in form of forced marriage. Both killed their oppressors in order to attain their personhood. Both non-violent and violent are capable of combating patriarchy. However, the mild approaches are effective than the combative ones. The mild approaches, if applied to real-life situations in male dominated milieu are capable of minimizing patriarchal oppressive tendencies.

Keywords: Oppression, Female’s responses; Non-violent

Mitigating Employee Threats To Information Security By Improving Employee Levels Of Information Security Awareness: A Multi-Factor Approach

Dr. James C. Hyatt, Fort Hays State University

Abstract: Information security awareness (ISA) is a fundamental threat to organizations. Fifty to eighty percent of information security (IS) breaches have occurred as the result of low levels of employee ISA. In the United States, this has resulted in greater than $20 million in damages, annually. In an attempt to mitigate this threat by improving employee levels of ISA, Decker (2008) proposed the use of multiple factors for assessing employee ISA, identifying three factors that drive employee ISA as internal, inherent, and external factors. Hyatt (2015) further established the theoretical premise for the use of internal, inherent, and external factors to measure ISA. Decker used Cronbach’s Alpha to establish the construct validity of his Security Awareness Survey Instrument (SASI). However, Hyatt’s study indicated that the use of Cronbach’s Alpha was not a sufficient measure of construct validity or reliability, as it misestimated validity and reliability values and did not assess the relationships between questions and factors. Further analysis by Hyatt, utilizing confirmatory factor analysis (CFA), indicated poor model fit, poor convergent and discriminant validity, and various indicators with poor factor loadings. This study proposes modifications to the SASI based on Hyatt’s recommendations for additional research to improve model fit. The results of this study validate the use of the modified survey instrument as providing adequate measures of model fit. The modified SASI has the increased potential of increasing organizational understanding of employee levels of ISA, thereby assisting organizations in improving employee levels of ISA and reducing employee threats.

Keywords: Information security, security awareness, confirmatory factor analysis, internal factors, external factors, and inherent factors
‘One Ward One Enterprise (Owoe)’: A Basis For Poverty Alleviation In Bayelsa State

Dr. Helen Opigo, Federal University Otuoke

Abstract: Poverty and unemployment are the most difficult challenges facing Bayelsa State where, on the average, majority of the population is considered poor and unemployed. Yet Bayelsa State is known as having a lot of renewable natural resources that can be used for enterprise development. Bayelsa could be developed if government would adopt a policy of ‘One Ward One Enterprise’ (AWOE) based on the renewable natural resources that abound in the wards. This will encourage Bayelsans to identify the local resources in their wards that will add value and produce unique local products for marketing both domestically and internationally, leading to employment generation, poverty alleviation and growth in Internally Generated Revenue (IGR) for the state. This article tries to analyze the policy of ‘One Ward One Enterprise’ and the raw material available in these wards for enterprise development, which could then lead to poverty alleviation and developing the state. This study employed Literature Review based methodology.

Key Words: Poverty, Unemployment, Natural, Resources, Enterprise, Development, ‘One Ward One Enterprise’. This article should be placed under the category of Community and Society Leadership.

Refining Employee Commitment and Performance by Integrating Traits of Organizational Culture

Dr. Henrietta Okoro, Colorado Technical University

Abstract. Sustaining competitive edge in business globalization has increased intense competition in increasing organizational performance, job satisfaction, and challenges of unstable global economic domain. Employee commitment has become a key contributor of organizational performance. The purpose of this study was to examine the traits of organizational culture that refines employee commitment and performance improvement. A quantitative study approach was used to examine the influence of the four organizational culture traits of mission, involvement, consistency, and adaptability on employee commitment. Data was gathered from 220 full time bank employees using Denison Organizational Culture and performance (DOCP) survey instrument to examine how the four organizational cultural traits influence employee commitment performance. Results show that a positive and significant influence exists on the combination of the four cultural traits on the criterion employee commitment, which leads to performance improvement. Generalization of the research findings are limited to merged banks in Nigeria. The study implication is that organizational cultural differences may hinder employee commitment which affects overall organizational performance. This study highlights the predictive power of employee commitment on organizational performance. Organizations can improve employee commitment through integration of organizational culture traits.

Keywords: organizational culture, employee commitment, culture integration, culture traits, organizational performance.
Lookism as a Gender-Specific Concern: Assessment of Male And Female Attitudes Towards Appearance of TV Programme Presenters in Owerri, Imo State, Nigeria

Dr. Nken Fab Ukozor, Imo University
Dr. Agwu A. Ejem, Imo University

Abstract. This study examined male and female television viewers’ attitudes towards appearance of television programme presenters in Owerri, Imo State, Nigeria, in order to find out if lookism is a gender-specific concern. The work generally assessed whether female television viewers in Owerri are more obsessed than men about the appearance of television presenters and to know which gender suffers lookism the most in television presentation. The study was anchored on the lookism theory. The cluster and systematic sampling techniques were adopted and 171(47%) male and 193(53%) female television viewers in Owerri were proportionately sampled from 126,377 residents. The study finds, among others, that attraction to appearance is a trait shared by male and female television viewers in Owerri but female viewers are more concerned about the manifest observable physical features of the television presenters like their clothing and hairstyle than men are; and women are mostly the victims of lookism in the broadcast media. The study recommended that television producers should ensure that they keep the hairdo, clothing and make-up of the female presenters as moderate as possible to avoid warranting undue attention on the presenters.

Pharmacists’ Perception and Satisfaction with Computerized Physician Entry Order in Riyadh

Dr. Naif Bakarman, Raseel Holding Company, Saudi Arabia
Dr. Ashraf Esmail, Dillard University

Abstract: Despite the huge investment of Saudi government in improving the quality of health care system and infrastructure, the adoption rate of information technologies and Computerized Physician Order Entry system (CPOE) in Saudi Arabia is limited. This qualitative phenomenological study explored the pharmacists’ perceptions and satisfaction level with the use of CPOE systems in Riyadh, the capital of Saudi Arabia. The results of this study provided rich descriptions of the determinants affecting the pharmacists’ satisfaction with CPOE systems, including CPOE features, its effect on quality and safety, perceived usefulness, training, and effect on efficiency of pharmacists. The key recommendation is considering and addressing such determinants will support the decision makers in achieving higher satisfaction rate among pharmacists in Saudi Arabia and assuring a high rate of adoption of CPOE systems.
The Effects of Glyphosate Herbicides on Fingerlings of Catfish (*Clarias Gariepinus*)

Dr. Chioma Nwakanma, Michael Okpara University of Agriculture

*Abstract.* *Clarias* gariepinus were exposed to a concentration of glyphosphate herbicide at 25ppm, 50ppm, 75ppm and 100ppm in a static bioassay for 96hrs (4days). Values of the lower and upper limits of toxicities were 22.95 and 25.76 respectively. The threshold value (soft level) was 22.51ppm. Statistical analysis of the data showed a significant difference between the 96-hrLC50 values for the experimental fish at P<0.05. During the exposure period the fish showed such signs as frequent surfacing with irregular opercular movement, erratic swimming, surfacing erosion of slime layer, skin lesion, nesting at the tank bottom, fast jerky movement, and no response to gentle prodding before death. The result suggest that, although glyphosate is a useful herbicide in agricultural and forestry activities, because of its residual effect on non-target organism, it should be applied carefully using lowest possible doses or concentration to avoid unforeseen toxicological effects.

*Keywords:* Glyphosphate, pesticide, herbicide, *Clarias gariepinus*, LC50, LT50, Toxicity, Sustainability, Aquaculture

The Effects of Subsidy Removal on The Escalation of Political Corruption In Nigeria

Dr. Adejoke Sheyin, Tai Solarin College of Education

*Abstract:* The historical study analyzed the effects of subsidy removal on the escalation of political corruption in Nigeria. Previous administrations in Nigeria were investigated with specific emphasis on President Shue Shagari, General Ibrahim Babangida, Late General Sanni Abacha, General Abdulsalam Abubakar, President Olusegun Obasanjo and President Goodluck Jonathan administrations. The study revealed that none of these past governments judiciously made use of the gains realized from subsidy removal. President Shehu Shagari mismanaged US$16 billion in oil revenue between 1979 and 1983; General Ibrahim Babangida could neither account for the oil revenue accruable to the nation during the Gulf War nor could he make justification on the frivolous expenses on Better Life Programme of his administration. In the same vein, late General Sanni was found to have emptied the treasury by carting away huge amounts of money from the Central Bank. The democratically elected leaders, after 13 years of the military, paid lip services to corruption and this increased the poverty level, with many Nigerians living on less than US$1 per day, while the supply of basic infrastructures in the country is in shambles. The study recommended that the Federal Government should rebuild citizens’ confidence by cushioning the effects of the fuel subsidy removal and curb the excesses of corrupt public office holders, by bringing them to justice, irrespective of their status. Lastly, that the report of the House of Representative Ad-Hoc Committee on subsidy should be implemented by the Federal Government, to demonstrate its zero tolerance to corruption.

*Keywords:* Subsidy, Political Corruption, Mismanagement, Downstream Sector, and Poverty
Female Ship Inspectors: A Virtue Of Managing Risks

Dr. Njideka Kelley, New Generation Consulting Resource Solutions

Abstract. Accidents associated with ships continue to affect the internal cultures and external environments. The age-old question continues to emerge: are accidents a result of fate, bad planning, or no planning. Can these accidents be avoided if competent females are in the position of ship captains? Female ship Inspectors: a virtue of managing risks attempts to answer these types of question. The perspectives of personnel working on or having worked on ships concerning risks emerged the lack of female ship inspectors in the maritime industries and the need to employ more ship inspectors and risk managers to increase security measures associated with ship operations and deploy approaches and innovations that may be effective in post-disaster relief.

Keywords: risk assessment, inspection, situational leadership, accidents, gender relations

Biomass Briquetting and Entrepreneurship Development in Nigeria

Dr. Helen Opigo, Federal University Otuoke

Abstract: A variety of biomass resources exist in Nigeria in large quantities especially in the Niger Delta area. This presents a renewable energy opportunity that could serve as an alternative to fossil fuel in the form of briquettes. Briquettes are inexhaustible energy that can decrease environmental pollution. The process of ‘Briquetting’ is the physical transformation of lose biomass, mostly made of agro waste like saw dust, bagasse, rice husks, palm kernel shell, coconut shell, ground nut shell, elephant grass, water hyacinth etcetera and other organic materials like municipal solid waste into high density fuel briquettes through a compaction process. The resultant form increases the calorific value (combustion efficiency) of the product as compared to lose biomass. In this paper, a comprehensive review of biomass resources, briquetting and entrepreneurial development were studied. The methodology adopted involved extensive literature review and assessments of peer-reviewed published papers on the subject matter on the internet. Sources used include reports and publications of notable researchers on biomass, biomass briquetting, and Entrepreneurial development. Findings revealed that biomass briquetting has a high potential for sustainable entrepreneurial development and mass employment in Nigeria.

Keywords: Renewable energy, Fossil fuel, Agro waste, Biomass, Briquetting, calorific value, Entrepreneurial development, and value chain.
Book Review


Dr. Odizuru Iteogu, Obabisi Onabango University

Abstract: This write-up is a book review which centers on the intermingling of history and literature as avenues for expressing the desire for social justice in pre- and post-independence Africa. The concern expressed is whether intellectuals and literary writers can still collaborate in raising the peoples awareness of the changing dynamics in African societies of the twenty first century. The approach adopted was a comparative analysis of the theme of political struggle through fictional realism. The two works reviewed were examined thematically and stylistically. While one centered on the colonial period, the other mirrored the reality of the decadent post-independence period of Africa.

This review revealed that the struggle for freedom and social justice in Africa by the intellectuals and political elite is a continuous one. This is because new issues keep arising in the face of new realities. The revelation is that African writers, will always be required to set the tone for public discourse of collective concerns. The review points to the fact that African fiction is in a constant transition according to the mood of times.

The modest recommendations arising from this book review are dual in nature. First, there is need to encourage contemporary African writers and political leaders to operate in cooperation to liberate the suffering African societies under bad leadership. Secondly, contemporary fiction writers and historians must continue to reflect the reality of their period.

Keywords: Review, God’s Bits of Wood a Gun in Hand, A Poem in the Pocket, Convergence, History, Literature, Political Struggle, Social Justice, Fictional Realism, Emancipation.
Contributors

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**Dr Nkem Fab-Ukozor** is a Senior Lecturer and Head, Department of Mass Communication, Imo State University. She is also a gender and media activist whose passion for this specialized area in communication led to the founding of Media and Gender Enlightenment Initiative (MEGEIN), a non-profit organization that has carried out several national and international programmes, including the coordination of Global Media Monitoring Project (GMMP) of the World Association for Christian Communication.

**James C. Hyatt** is an Assistant Professor in the College of Business and Entrepreneurship at Fort Hays State University, Hays, KS. He completed his Ph.D. in Management with a concentration in Information Systems Management. The title of Dr. Hyatt’s dissertation is *External, Internal, and Inherent Factors Affecting End-User Security Awareness within Institutions of Higher Learning* and his research interests are in the areas of information systems security, information systems management, and data analytics. He has taught and developed a variety of business and information systems related courses. He has served as program committee co-chair for a number of business and information technology conferences. Dr. Hyatt currently serves as the Vice President of Operations and on the Executive Board for the World Association for Academic Doctors (WAAD). Outside of his academic interests, he lives in Kansas with his wife and three children. He has a passion for horses and enjoys hunting and spending time outdoors.

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