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## MULTI-STAKEHOLDER APPROACH IN TACKLING ASPECTS CRITICAL TO THE ELIMINATION OF ZOONOTIC SLEEPING SICKNESS IN UGANDA

Charles Waiswa, Mandela Robert Wangoola, Bumali Kisige, Beatrice Oyella - Coordinating Office for Control of Trypanosomiasis in Uganda

Ian Calvin Waiswa - Student Support and Philanthropy Program

Judie Makeba - High Heights Services Limited

Kim Picozzi, Susan Welburn - University of Edinburgh

*Abstract:* Elimination of sleeping sickness from endemic countries like Uganda is key if the affected communities are to exploit their full potential in using the human resource for production and productivity. The trypanosome species that causes *T.b. rhodesiense* sleeping sickness in humans co-exists in non-human hosts (tsetse and livestock). The Co-ordinating Office for the Control of Trypanosomiasis in Uganda (COCTU) and the University of Edinburgh partnered to design and undertake a large-scale survey to determine the prevalence of human infective *T. b. rhodesiense* in cattle and map the potential risk of its transmission. Blood samples were taken from cattle in 250 clusters (villages) across Uganda and complete PCR analysis done to determine the overall prevalence of *T. brucei* s.l. and *T.b. rhodesiense*. This study provided unprecedented insights into the spatial distribution of the *T. brucei* s.l. and *T. b. rhodesiense* human infective parasites across the most important active zoonotic HAT focus in East Africa. This study was a unique piece of work that has been fundamental in guiding the need for multi-stakeholder engagement if zoonotic sleeping sickness is to be eliminated. Since it was previously established that drug interventions that remove parasites from domestic hosts have a disproportionate impact on *T. b. rhodesiense* transmission, such intervention followed by methods to prevent re-infection like application of deltamethrin on cattle to suppress the tsetse vector, in addition to promotion of awareness for the purpose of people seeking early medical attention offers a sustainable approach to the elimination of the zoonotic sleeping sickness.

*Keywords:* Multi-Stakeholder, sleeping sickness elimination, Uganda

## STUDY HABITS ON THE ACADEMIC PERFORMANCE OF UNDERGRADUATE STUDENTS

Helen E. Opigo - Federal University Otuoke, Bayelsa State, Nigeria

*Abstract:* It has become a source of concern in recent times, the poor performance of undergraduate students in examinations in universities in Bayelsa state. The level of readiness and learning strategies employed by students, go a long way to influence their level of academic achievement. This study investigated the influence of study habits of undergraduate students in the five faculties at the Federal University Otuoke on their academic performance (CGPA). A sample size of 400 students was selected through simple random sampling techniques. Data was collected using study habit questionnaire with content validity index of 0.79 and a test-retest reliability coefficient of 0.81. Copies of the questionnaire were completed by the students, after which outcomes were compared with students' most recent examination results (CGPA). Linear regression analysis shows that study habits significantly influenced CGPA [ $R^2 = .026$ ;  $F(1,382) = 10.276$ ;  $p < .05$ ], which infers that study habits accounted for about 2.6% of the variance observable in CGPA. In other words, good study habits positively influence CGPA for Socio-economic development.

*Keywords:* study habits, undergraduate students, academic performance, Socio-Economic Development.

## CUSTOMERS' PERCEPTION AND ONLINE SHOPPING IN SOUTHERN NIGERIA

Helen E. Opigo, Joy E. Akahome - Federal University, Otuoke Bayelsa State

*Abstract:* This study aimed to examine and analyze customers perception of online shopping in Southern Nigeria. A survey research design was adopted. One hundred (100) persons per city in the six major cities in the South of Nigeria, namely Asaba, Benin, Calabar, Port Harcourt, Uyo and Yenagoa were selected. Using judgmental sampling method, twenty-five (25) persons each were chosen randomly from students in tertiary institutions, federal establishments, workers in the private sector, and civil servants. Six hundred (600) questionnaires were administered to respondents, and 596 were retrieved. Multiple regression analysis was used on the data with the aid of SPSS. Findings show that products perception, customer experience: the risk involved, and service quality together significantly influenced online shopping in southern Nigeria. The study recommends that online shopping should be encouraged since it frees customers from personally visiting stores and decisions are made from home at ease looking at various choices and prices.

*Keywords:* Online Shopping, Product Perception, Customer Experience, Service Quality, Perceived Risk, Nigeria.

## THE GIG ECONOMY: A LITERATURE REVIEW

Fonda Na'Desh - Colorado Technical University

*Abstract:* The gig economy is a phenomenon in the labor market in which individuals are independent workers without a traditional, long-term work arrangement. In 2016, the McKinsey Global Institute estimated that 162 million people in the United States and European Union were independent workers. In 2018, the gig economy constituted 36% of the United States workforce and generated revenue equal to 6.5% of the United States gross domestic product. Is the gig economy what Pink (2002) referred to as the Free Agent Nation? This paper, a literature review, was motivated by the questions developed from the increase of alternative work arrangements and independent workers, for example, what precipitated the change and who benefits. The review addresses the following questions: What is the Gig Economy, and how big is it? Who is involved? What was the catalyst? What are the challenges and opportunities? The article concludes that although the United States may not be a free agent nation, organizations and individuals are actively participating, resulting in a change in organizations, in workers, as well as in society.

*Keywords:* economic disruption, employment, gig economy, independent workers, labor market, non-standard work arrangements, organization change.

## ASSESSMENT OF OPEN DUMP SITE ON AIR QUALITY WITHIN MOUAU, ABIA STATE, NIGERIA

T. Okafor, P. Nkama - Department of Environmental Management and Toxicology  
College of Natural Resources and Environmental Management

Michael Okpara University of Agriculture

*Abstract:* Ambient air quality has become a threat in most cities in Nigeria today. The study aimed at assessing the effect of solid waste dumpsite on the ambient air quality at the Michael Okpara University of Agriculture, Umudike, and its surrounding. The study was carried out within the period of three weeks (morning, afternoon, and evening) to monitor the gaseous emissions from a dumpsite (behind the Admin Block, Goodluck Ebele Jonathan Hostel and behind the Ecobank) in the campus. Nine parameters were monitored using AeroQual (series 500) hyphen multi-gas while particulate matter (Pm) was determined using AeroQual (class 1) laser product particle counter. The parameters assessed were Methane (CH<sub>4</sub>), Sulfur dioxide (SO<sub>2</sub>), Particulate matter (PM<sub>2.5</sub> and <sub>10</sub>), Carbon monoxide (CO), Nitrogen dioxide (NO<sub>2</sub>), Hydrogen sulfide (H<sub>2</sub>S), Carbon dioxide (CO<sub>2</sub>), and Ammonia (NH<sub>3</sub>). The result of the study showed that behind the Admin Block, CO<sub>2</sub>, CH<sub>4</sub>, NH<sub>3</sub>, SO<sub>2</sub>, NO<sub>2</sub>, PM<sub>2.5</sub>, PM<sub>10</sub>, CO, and H<sub>2</sub>S ranged between 85.51±3.14 - 1.33±1.53, 7.97±1.23 - 0.00±0.00, 0.321±0.00 - 0.137±0.11, 0.233±0.058 - 0.007±0.006, 0.088±0.003 - 0.043±0.002, 0.098±0.079 - 0.013±0.003, 0.112±0.088 - 0.016±0.013, 3.333±0.577 - 0.003±0.006 and 3.117±0.029 - 0.013±0.012 within the vicinity of the use dumpsite. Further comparisons were made using WHO and FMENV, the result of the few pollutants exceeded their approved standards. The result suggests that, strict and appropriate management of waste should be considered in order help minimize the emission of a pollutant from an open dumpsite in the study area.

*Keywords:* MOUAU Air Quality, air pollution, open dumpsite, emission concentration, impact, public health, pollutant

## BUSINESS OWNERSHIP AND CONTROL MECHANISMS: A STUDY OF MANUFACTURING FIRMS IN LAGOS AND NIGERIA

Ifeanyi Madumere - Federal University Otuoke, Bayelsa State, Nigeria

*Abstract:* One of the aims of every investor is to continuously be in business, which means the business must be a going concern. Business is not without intermittent control mechanism from the owners. This study examined business ownerships and their control mechanism, a total of 770 questionnaires (5 x 154) of 154 manufacturing firms registered with the Lagos Chambers of Commerce. To effectively carry out this study, related literature was reviewed, four null hypotheses proposed were analyzed and interpreted, and the results show that there are positive relationships in the variables. Based on the results and findings among, others, the following recommendations are made that Nigerian business owners should separate themselves from the firm and apply the principles of corporate legal entity. Organization drivers should be given freehands to manage but not without a reliable audit committee in place. Adequate cost control measures should be put in place so as to avoid waste. The appropriate risk evaluation process should be put in place.

*Keywords:* Business ownership, Control mechanism, Corporate audit function, Decision management and Risk evaluation.

## MITIGATING ADVANCED PERSISTENT THREATS (APT) THROUGH VULNERABILITY ASSESSMENTS AND POLICY RESTRUCTURE

Henrietta M. Okoro - Colorado Technical University; University of the Cumberlands  
Chike Patrick Chike - University of Maryland Global Campus; Bowie State University

*Abstract:* Advanced Persistent Threat (APT) strives to exploit weaknesses in organizations' security or social engineering through human factors. Financially motivated actors extensively send mass spam emails using unauthorized credentials to deploy ransomware. These attack vectors pose more challenges in organizational security posture covering small, medium, and large-sized businesses. The challenge necessitates organizational leaders to restructure existing security posture to mitigate the risk posed by these attacks. This paper aims to discuss the need for vulnerability assessment and its possible countermeasures, including the cost and challenges of implementing them. The paper will address the advanced persistent threats development, its issues in the cybersecurity management, and standards organizations' key initiatives in international cybersecurity policy developments. The goal of this paper is to promote awareness among scholars and practitioners at any stage of the business on best practices and aid in implementing controls directly applicable to their end-users.



## INFLUENCE OF ECONOMIC RECESSION ON STUDENTS IN COLLEGES OF EDUCATION IN ANAMBRA STATE

Chioma Ikeanyionwu, Judith Ogechi Enwere - Federal College of Education (Technical) Umunze, Anambra State. Nigeria.

*Abstract:* The study investigated the influence of economic recession on student's welfare in Colleges of Education in Anambra State. This research adopted a descriptive survey design. The population of the study was made up of 6662 students of School of Business Education of Federal College of Education (Technical); Umunze, and Nwafor Orizu College of Education, Nsugbe. The study selected 249 students of both colleges as the sample size. Two research questions were developed to guide the study and were analyzed using mean and standard deviation. The two null hypotheses formulated for the study were tested with z- test at 0.05 level of significance. The findings of the study showed among others that economic recession has decreased the financial support from parents, inadequacy in meeting up on students' budgets, contribute to poor feeding of students on campus, inability to secure conducive accommodation and cause students to engage themselves in menial jobs. Based on the findings, it was recommended among others that, the Government should provide the necessary funds needed by colleges to reduce problems in the educational sector. Parents are also encouraged to invest intensively in the education of their children, thereby providing them with the necessary needs both financial and otherwise.

## CHILD RIGHTS ABUSE: A SAFE HAVEN FOR INDIVIDUALISM AND RADICALISM

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*Abstract:* The human society has become increasingly aware of the extreme vulnerability of children owing to the lack of human right protection mechanisms available for them in contemporary times. Children are being oppressed at various stages in the course of their developmental trajectory to adulthood by their caregivers, parents, and guardians under whose tutelage they live and grow. Without fear of contradictions, rampant cases of child abuses and suppressions have no doubt opened a new vista of dialogue as to how radicalization of the child has contributed to the seemingly intractable societal problems, we grapple with today which among other things include violent crimes and terrorism. In view of this, our study explored critical areas of child rights abuse which are implicated. This study anchored its fundamental building block of theoretical inquiries on sociological theory of deviance, mixed method design and thematic analysis, respectively. The ex-post-facto research design and statistics were used in analyzing the data obtained from a population of journalists in Anambra State on their perception towards aspects of child abuse which are more vulnerable to individualism and radicalism. Findings implicated abuse of child's rights and protection with greater culpability to individualism and radicalism than survival, protection of the right of the child and his human development.

Lack of proper education, awareness and sensitization by the general public were also identified. The Study recommends that the strength of all stakeholders in the business of human right protection such as the state orientation agencies, civil society organizations and all media platforms be harnessed towards efficient and effective education and public sensitization in promoting the desired attitude towards the child as Individualism and Radicalism have far-reaching consequences for peace, development, and sustainability of the entire human society.

*Keywords:* Child rights, child abuse, human development, individualism, radicalism.

## ACADEMICALLY SUCCESSFUL BLACK MALES AND THEIR SCHOOL CULTURE: AN INTERPRETIVE PHENOMENOLOGICAL ANALYSIS

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*Abstract:* The purpose of this interpretive phenomenological analysis was to explore the lived experiences of twelve academically successful Black male high school students enrolled in an Arizona school with a low Black student dense population to better understand the formation of their academic identities and contributors to their success. The National Center for Education Statistics has reported that Black male students performed poorly in schools with the highest Black student density (60% to 100% Black student population) but have performed above average in schools with the lowest Black student density (0% to 20% Black student population). The current phenomenological study explores the experiences of academically successful Black male high school students attending low Black student dense schools. It is likely that the cultures of these schools may have led to the students' success. Interviews were analyzed and coded using the Colaizzi method in phenomenological research and provided five consistent themes referred to as essences: Family, Positive Peer Groups, Self-Awareness, Social Pressure and School Challenges, and School Supports. A level of oppression remained prevalent in the minds of the participants that caused the need for them to expend energy to overcome these social paradigms. School leaders can consider utilizing this research to support school efforts to counter social paradigms by overtly practicing culturally responsive pedagogical techniques, creating school cultures of high academic and social expectations. Future research could include replication studies in other parts of the country and/or with high academically successful Black males in a high Black dense school.

## AN ANALYSIS OF INSURANCE FRAUD IN THE UNITED STATES

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*Abstract:* Insurance fraud is a global problem impacting government agencies, corporate entities, and private consumers. Despite the prevalence and high cost of insurance fraud, there is limited research on this topic, which has likely contributed to varying insurance fraud sanctions from state to state and inconsistent sentencing guidelines across the country. The purpose of this research was to examine the Coalition Against Insurance Fraud's database of insurance fraud cases from 2005-2018 to examine the types, levels, punishments, and overall cost of insurance fraud. This research examined fraud in five separate geographic regions in the United States: Northeast; Southwest; West; Midwest; and Southeast. The research findings suggest that there is little uniformity in sentencing for insurance fraud cases and that insurance fraud is a national problem in the United States costing billions of dollars every year. Policy implications include a greater governmental and corporate focus on tracking fraud cases and implementing laws and policies which reduce insurance fraud.

*Keywords:* insurance fraud; fraud; sentencing guidelines; white-collar crime; fraud prosecutions

## UNDERSTANDING PERCEIVED FAIRNESS IN EMINENT DOMAIN: THE CASE OF TEXAS ENERGY PIPELINES

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*Abstract:* The general problems for this study were those issues of public use of property and resultant seizures or invocation of eminent domain were emotionally charged issues. The specific problem was that it was not known what factors determined the perception of fair compensation in cases of property seizure for utility use, such as natural gas and oil pipelines, and how context might contribute to these perceptions. The purpose of this study was to explore what factors determined the perception of fair compensation in cases of property seizure for utility use, such as natural gas and oil pipelines, and how context might contribute to this perception. Participants included 26 landowners, aged between 35 and 85, in the State of Texas. To address the problem and purpose, the following research question was addressed: Why is compensation perceived as fair or unfair in cases of property seizure for utility use such as natural gas and oil pipelines and how does context contribute to this perception? The findings indicated that the legalistic side of pipeline right-of-way acquisition was fair, while the humanistic side of the compensation offered for right-of-way at the initial first offer was viewed as unfair. Once negotiations reached a point where the next step was condemnation, agreements were reached and considered fair. Future research such as a multiple case study in differing states could be completed to compare and contrast results to incorporate a more diverse demographic sample. In addition, to researching figures of compensation to determine better the variances between the parties on the definitions of fairness.

*Keywords:* Eminent Domain, Condemnation, Appraisal, Fair, Unfair, Compensation

## TACIT KNOWLEDGE TRANSFER AT ENGINEERING CONSULTING ORGANIZATION IN THE USA

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Edward P. Agbai - Smart Alliance Consulting Services Ltd.

*Abstract:* Engineering consulting organizations are knowledge-intensive firms characterized by highly technical personnel. The problem was that the leaders of engineering organizations have not eliminated loss of tacit knowledge transfer among employees. The purpose of this qualitative multiple case study was to gain an understanding of how engineering consulting organization leaders facilitate the transfer of tacit knowledge among employees. The study was underpinned by the conceptual framework of socialization, externalization, combination, and internalization model developed by Nonaka and Takeuchi and Burns' transformational leadership theory. A qualitative multiple case study design was used by employing multiple sources of information including semi-structured interviews, field notes, and review of organizational documents. The unit of analysis was leaders in an engineering consulting organization. The data analysis processes involved coding of the data, categorizing the coded data, and subsequently generating themes in line with the research question using NVivo Version 12 software. Findings indicated that leaders facilitated the transfer of tacit knowledge through the creation of a safe environment

for employees, on-the-job development, caring support, and implementation of quality practices. The opportunity to facilitate the transfer of tacit knowledge among employees in engineering consulting organizations enhances growth among employees. The outcome could contribute to social change through improved professionalism and expertise of employees.

*Keywords:* Tacit knowledge, Knowledge transfer, Management support, Organizational culture, and Growth.

## SCREENING OF TWENTY PLANT POWDERS FOR POTENCY AGAINST *SITOPHILUS ZEAMAI* MOTSCHULSKY (COLEOPTERA: CURCULIONIDAE) IN STORED MAIZE

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*Abstract:* The maize weevil, *Sitophilus zeamais* (Motschulsky), is a field-to-store primary pest in tropical and subtropical regions which causes up to 20-30% damage to stored maize grains. Twenty plant powders were screened for potency against *Sitophilus zeamais* arranged in Completely Randomized Design with four replicates and control without the treatment. The result recorded that the plant powders produced no significant effect ( $p > 0.05$ ) on mortality at the second day post treatment against *Sitophilus zeamais*. However, significant effect ( $p < 0.05$ ) was recorded on the 7<sup>th</sup>, 14<sup>th</sup>, 21<sup>st</sup> and 28<sup>th</sup> days post treatment. The lowest value for adult emergence was found in *Annona squamosa* (0.18), *Piper guinensis* (1.33) and *Vernonia amygdaliana* (1.67). It was found that *Annona squamosa* (10.31%), *Vernonia amygdaliana* (23.73%) and *Piper guinensis* (24.18%) recorded the lowest value for percent grain damage. The percent weight loss was found to be significantly lower in *Annona squamosa* (4.85%), *Piper guinensis* (5.43%) and *Vernonia amygdalina* (10.83%) relative to others. The percent WPI was also found to be low in *Annona squamosa* (12.86%), *Vernonia amygdalina* (28.08%) and *Piper guinensis* (32.94%). Mortality of *Sitophilus zeamais* significantly varied with the plant powders and period of exposure. The result obtained indicated that the plant powders *Annona squamosa*, *Vernonia amygdalina* and *Piper guineense* may provide effective control of *Sitophilus zeamais*.

*Keywords:* Plant Powder, Potency, Sitophilus, Stored Maize

## DEVASTATIONS OF CORRUPT SYSTEM AND VIABLE STRATEGIES IN SUSTAINING AN ETHICAL CULTURE

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*Abstract:* The decisions leaders or managers make significant in defining their values, supervisory styles, and operational competencies. Beyond the scope of constitutional rules, leaders are judged by the rightness or wrongness of their actions, the capacity of their moral trait, and their ability to identify and manage their emotions, inconjunction with the feelings of others. Various management philosophers would agree on the essential characterization of ethics as informal rules and values that direct decisions on what is right or wrong. This study article unravels the complex supervision of moral philosophy in organizational or political governance and renders a thorough reflection of hard-hitting boundaries of ethical actions. Narrative recalls the destructive effects of poor moral choices among leaders and managers; explains how actions might undermine societal values for decency and how transgressions might erode the core foundation of the organizational management process. Finally, considerations are offered on strategies and remedies most vital in sustaining an ethical culture.

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