

International Journal Of Leadership, Education, & Business Studies (IJLEBS)

Volume 1 Issue 1 Fall 2015



WORLD ASSOCIATION
For Academic Doctors

ISSN Online: 2377-0635

ISSN Print: 2377-0627

Copyright © 2015

by World Association for Academic Doctors, Inc.



Notice of Rights

All rights reserved. No part of this Journal may be reproduced in any form without the prior permission of the publisher, except in the case of brief quotations embodied in critical articles or reviews.

Notice of Liability

The contributors and publisher have made every effort to ensure the accuracy of the information herein. However, the information contained in this Journal is sold without warranty, either express or implied. Neither the contributors, publishers, nor its distributors will be held liable for any damage to be caused either directly or indirectly by the information contained in this journal.

ISSN Print: 2377-0627

ISSN Online: 2377-0635

ISBN-13: 9780997332308

ISBN-10: 0997332301

Publisher: World Association for Academic Doctors, Inc.

Printed and bound in the United States of America

EDITORIAL BOARD

CHIEF EDITOR

Dr. Ashraf Esmail
Dillard University

SENIOR EDITOR

Dr. Henrietta Okoro
Colorado Technical University

ASSISTANT EDITOR

Dr. William Woods
Ashford University

TECHNICAL EDITOR

Dr. James Hyatt
Fort Hays State University

WAAD GOVERNING COUNCIL

Prof. Raj Singh—*President*, University of Riverside
Dr. Adedeji Adeleke—*Chairman*, Pacific Holdings
Hon. Cy Okoro—*President/CEO*, Cytta Group LLC
Engr. Jerry Igwe—*Managing Director*, Aequilibria Industrial Resources
Dr. Uchenna Olejeme-Ukachukwu—*Chief Clinical Dietitian/Nutritionist*, Sava Senior Healthcare
Dr. Grace Opigo—*Instructor*, Atlanta Public School, Georgia USA
Dr. Henrietta Okoro—*Associate Professor*, Colorado Technical University

EDITORIAL COMMITTEE

Dr. Ashraf Esmail
Dillard University
Dr. James C. Hyatt
Fort Hays State University
Dr. William Woods
Ashford University

Dr. Henrietta Okoro
Colorado Technical University
Dr. Enale Ndubere Mene Zua
University of Port Harcourt

Dr. Margaret H. Viann
University of Phoenix
Dr. Adejoke Olabisi Sheyin
Tai Solarin University of Education

PEER REVIEWERS

Dr. Norma Turner
University of Phoenix
Dr. Alain Nkoyock
University of Phoenix
Dr. Jeral Kirwan
Ashford University
Dr. Festus D. Otajevwo
Babcock University
Dr. Kalu Oji
University of Riverside
Dr. Abul Pitr
Prairie View A&M University

Dr. Alice Duhon-Ross
Walden University
Dr. Lisa Eargle
Francis Marion University
Dr. Camacia Smith Ross
Louisiana College
Dr. Michael Ross
Virginia International University
Dr. Anna Lamikanra
Wuhan Polytechnic University
Dr. James C. Hyatt
Fort Hays State University

Dr. Doris Terrell
Clark Atlanta University
Dr. Kathy Franklin
Virginia University of Lynchburg
Dr. Judith Blakely
Walden University
Dr. Raymond Delaney
University of Phoenix
Dr. Steve Buddington
Dillard University
Dr. Keena Arbutnot
Louisiana State University

International Journal of Leadership, Education, and Business Studies

The *International Journal of Leadership, Education, and Business Studies (IJLEBS)* is an international, peer-reviewed journal designed to provide an ongoing forum for academic researchers and leaders to exchange information, perceptions, and knowledge based on both theoretical development and empirical research on leadership, education, business, pure science and social science, engineering and information technology. It publishes original, high quality articles that contribute to the advancement of the study of the societal peace and global socio-economic and political growth through institutional, national and regional quality leadership. The IJLEBS advances the understanding and significance of all academic discipline. The prominence part of the journal is on interdisciplinary, diverse and critical analyses of policies and processes in contemporary global, state and society. IJLEBS encourages new ways of researching and conceptualizing global issues. Manuscripts for publication in IJLEBS are selected through rigorous peer reviews to ensure relevance, readability, originality, timeliness, and quality. The journal is published by World Association for Academic Doctors, Inc. a non-profit 501(c) (3) tax exempt organization.



AUTHOR'S GUIDE FOR SUBMISSION

1. Organization of the Manuscript

Manuscripts must be written in English language, the grammar and spelled-checked performed. Full, single manuscripts are encouraged, and multiple-part papers are discouraged. Manuscripts must include the sections listed below in the order they are presented. The entire text should be **single-spaced** typed using 12 pt. font size and Times New Roman font. Submitting an incomplete manuscript or a manuscript that does not adhere to the word limits will cause a delay in the review process.

2. General Manuscript Requirements

2.1 Format: Files should first be submitted as a Word document; after the paper has been reviewed and returned back to the authors the final corrected paper must be proof-read to eliminate any typo. Page layout of the text must be 11" by 8", all margins should be 1". The final document should be returned in a Word document. Paragraph edges must be uniformly aligned as seen in this author's guide.

2.2 Article Length: The word limit for the manuscript is 3500--5000 words including citations and references. Article should not be more than 10 single space pages of 11" by 8".

2.3 Article Title: Title should be **no more than 15 words**, bold, sentence case, 14 pt. font size.

2.4 Title Page: Should include the following.

(a) *Author Details* (Full name of author(s), affiliation, and e-mail address of corresponding author only). Indicate corresponding author with an asterisk as superscript before surname.

(b) Acknowledgments (if any)

(c) *Author Biographies (optional)*: not more than half a page, to be submitted separately from the manuscript

(d) Abstract with a maximum of 250 words. Do not include citations, diagrams, or equations in the abstract.

(e) *Keywords*: Provide up to 10 keywords in alphabetical order below the Abstract

(f) *Article Classification*: Classify your paper on the Article Title Page, under one of these classifications: Research paper, Viewpoint, Technical paper, Conceptual paper, Case study, Literature review, General review, Position paper.

(g) *Journal Section*: Describe the article under one of these categories: Leadership, Education, Science, Technology, Engineering, Mathematics, and Others.

2.5 Article Subdivisions: Divide article into clearly defined and numbered sections. All article sections Introduction, Materials and Methods, Literature Review, Results/Findings, Discussion, Conclusion and Acknowledgement(s) must be bold and small font, capitalizing each word. These should be numbered in Roman numerals. Subsections should be numbered 1.1 (then 1.1.1, 1.1.2, etc.), 1.2, etc. (References and abstracts are not included in section numbering). Do not underline any of the headings, or add dashes, colons, semi-colons etc.

4. Abstract (250 words maximum)

The Abstract should be clear, precise, and comprehensible. It should provide a concise summary of the study that includes the following: Purpose (mandatory), Design/methodology/approach (mandatory), Findings (mandatory), Research limitations/implications (if applicable), Practical implications (if applicable), Social implications (if applicable), and Originality/value (mandatory). It should be written in complete sentences, without subheadings, and paragraphs.

5. Introduction (450 words maximum)

The Introduction should briefly indicate the purpose of the study and provide sufficient background information to clarify why the research was undertaken and what hypotheses or theories were tested.

6. Materials and Methods

Materials and Methods section should be sufficient to allow other investigators to replicate the research. The methodology should be clearly stated, whether quantitative, qualitative, or mixed method. References should comply with published models and procedures adopted. All companies from which materials were obtained should be listed. If materials were obtained from an individual, an affiliation for that individual should be listed.

7. Literature Review

The Literature Review section should include adequate coverage of prior research on the subject matter, if available. Outside sources such as scholarly research and peer-reviewed articles are encouraged to validate the study.

8. Findings/Results

The Findings (you may choose to use Results) section should be clear and precise. Only the vital results that establish the main points of the study should be included. Numerical data should be analyzed using appropriate statistical tests.

9. Conclusion (1250 words maximum)

The conclusion should be clear and concise to summarize the entire paper. The conclusion section must include a brief statement of the principal findings, discussion of the validity of the observations, discussion of the findings in light of other published work dealing with the same or closely related subjects, and a statement of the possible significance of the work. This section should include the study limitations in terms of generalizations, areas for future research, and other related factors.

10. References

The References section indicates adequate credit to authors cited in the research. APA 6th ed. Guidelines should be followed in overall formatting and referencing within the paper. References must be listed in alphabetical order. About 40% of the references should be within 5-year time frame to ensure current sources validate the research.

11. Tables

11.1 Text Citation: All tables must be numbered independently of figures, multimedia, and 3D models, and cited at the relevant point in the manuscript text, e.g., "Table 1", "Table 2", etc. When referring to a table in the text, no abbreviation is used and the first letter of "Table" is capitalized.

11.2 Table Caption: A title should appear above the table, in 8 pt. font, flushed to the left, and in lower case font only the first letter capitalized.

11.3 Table Format:

The formatting of Tables is required to follow APA 6th edition guidelines.

12. Figures

12.1 Figures: (charts, reaction schemes, diagrams) must be numbered independently of tables, multimedia, and 3D models and cited at the relevant point in the manuscript text, e.g. "Figure 1", "Figure 2", etc.

12.2 Figure Caption: A title should appear below the figure, in 8 pt. font, flushed to the left, and in lower case font only the first letter capitalized, and italicized.

12.3 Figure Format:

The formatting of Figures is required to follow APA 6th edition guidelines.

13. Tables and Figures Size

Tables and Figures must be submitted at the size they are to appear in JOA. They should be the smallest size that will convey the essential scientific information and sized to 1 column (8.5 cm), 1.5 columns (11.6 cm), or 2 columns (17.6 cm).

14. Plates

Images must be colored and of high resolution. Images and photographs must be submitted as .jpg or .tif files with distinct characters and symbols at 500 dpi (dots per inch).

15.1 Plate Title

15.2 Plate Captions: should appear below the images, in 8 pt. font, flushed to the left, and in lower case font, only the first letter capitalized: "Plate 1 Scanning electron micrographs of formulation."

16. Format

Initial Submission—figures may be included in a single Microsoft Word file that contains the manuscript and all tables and figures.

Revised Submission—figures may be included in a single Microsoft Word file that contains the manuscript and all tables and figures.

17. Proofs and Reprints

Electronic proofs of the accepted manuscript will be sent to the corresponding author as a PDF file. Page proofs are regarded to be the final version of the manuscript.

18. Online Submission

Manuscripts should be submitted online via the International Journal for Leadership, Education, and Business Studies online manuscript submission at <http://www.wafad.org/Publications>

Authors are requested to provide the names, addresses, and current e-mails of two or three well-qualified reviewers. These potential reviewers must not be relatives or friends of the author(s). Please note that the editor reserves the right to decide whether the suggested reviewers would be used or not.

19. Copyright

A copyright transfer agreement should be signed after acceptance of article for publication.

20. Originality Verification

Manuscripts need to maintain higher percentage of originality of the author(s) to ensure academic integrity. Authors' must give credit for any information that is not their common knowledge or original research. Giving credit involves acknowledging the author in the body of the text and on the reference page. The editorial board review process also involves checking for originality and advising the author(s) accordingly. In APA format no more than 10% of the paper should be quoted.

21. Author(s) Fees

Author(s) are required to pay certain fees to help in the review process and publication of the manuscript. Refer to the website for categories of authors fees: www.wafad.org/wafad/author-fee

22. Review Process

Manuscripts not adhering to journal guidelines will be returned to authors without undergoing any review. Submitted manuscripts adhering to journal guidelines are reviewed by the Editor-in-Chief or Senior or Assistant Editor who will assign them to reviewers. The Editorial Board prepares a decision letter according to the comments of the reviewers, which is sent to the corresponding author. All non-reviewed manuscripts are sent back within 21 days. All manuscripts accepted for publication will undergo reviews by IJLEBS reviewers after which they are returned back to their respective authors within a period of 5 weeks for final corrections to be made. Authors are advised to immediately make the final corrections adhering to the outlined format above and return within 10 work days or 14 days in order to be published in the required IJLEBS edition. Authors that delay to return their final corrected papers within the allowable period or failed to correct their papers to meet the requirement for IJLEBS publication will lose the opportunity of publishing their manuscript and IJLEBS will not make any monetary refunds.

23. Disclaimer

The *International Journal of Leadership, Education, and Business Studies (IJLEBS)* disclaim responsibility for statements made by contributors in published articles, reviews, and other references of fact or by opinion. All articles published in this journal are the sole responsibility of the author. The Journal, nor the host, World Association for Academic Doctors (WAAD) assumes no liability for the content.

Table of Contents

Circles of Oppression: Active Females’ Responses in Fatou Keita’s <i>Rebelle</i>	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 (<i>Clarias Gariepinus</i>)	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	
Book Review—A Review of <i>God’s Bits of Wood</i> and <i>A Gun In Hand,</i> <i>A Poem In The Pocket: Convergence of History and Literature</i>	114
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 Glyphosphate 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 glyphosphate 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 Sheu 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 13years 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, Misman-agement, 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

A Review of God's Bits of Wood and A Gun in Hand, A Poem in the Pocket: Convergence of History and Literature.

Dr. Odizuru Iteogu, Obabisi Onabanjo 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

Naif A. Bakarman is the Health Care Manager and Principal of Raseel Holding Company in Riyadh City, Saudi Arabia. He received his bachelor degree in pharmacy from King Saud University and residency in clinical pharmacy (master degree) from Saudi Commission for Health Specialties. Dr. Bakarman earned master and doctorate degrees in health administration from University of Phoenix. Currently, he is leading and managing a group of health care organizations in Saudi Arabia in the area of retail drug stores and health care facilities.

Agwu A. Ejem is a chief lecturer in the Department of Mass Communication, Maurid Polytechnic, Mbiaso, Akwa Ibom State, Nigeria. He also lectures in the department of Mass Communication, Institute of Continuing Education, Heritage Polytechnic, Eket, Nigeria. Ejem has been widely published in national and international journals, and has participated in a number of academic conferences in Nigeria and overseas. He has mostly written on gender issues in the mass media.

Ashraf Esmail is the Program Coordinator of the Criminal Justice Program at Dillard University in New Orleans. His research interests focuses upon a variety of criminological, sociological, educational, and multicultural issues. Dr. Esmail serves on the Board of Directors for the National Association for Peace/Anti-Violence Education and serves as the Proposal Review Chair for the National Association for Multicultural Education. He is the senior editor for the *Journal of Education and Social Justice*.

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.

Odizuru Iteogu has been teaching French Language at different levels of education in Nigeria. He has spent close to thirty-two years in this vocation at Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria. With a B. A. Hons. French (Jos), M. A. French (Ibadan), MBA Mass

Communications (Enugu) and Ph.D Language Education (Ogun). Dr Iteogu has devoted his entire career teaching French Language to students in colleges and universities in Nigeria. He specialized in Language Education, Linguistics and Literature of French expression. At present, he teaches French and Curriculum-related courses in the Department of Arts and Social Sciences Education (ASSED), Faculty of Education, Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria. He is also an adjunct lecturer in French at the postgraduate level at the Department of Nigerian and Foreign Languages and Literatures, Faculty of Arts, Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria. He is also interested in translation, teaching, and working with English, French, and Igbo Languages.

Njideka Kelley is the Principal Consultant for New Generation Consulting Resource Solutions (NGCRS) registered and based in East Stroudsburg, PA USA since 2011 with a branch office in Lagos, Nigeria. Dr. Kelly holds a Doctoral degree of management in Organizational Leadership from the University of Phoenix Arizona where she graduated in 2011. She has a master's degree in Government and Politics with a concentration in International Relations, and International Law and Diplomacy from St. John's University New York in 1996. Her Bachelor's degree was obtained in 1988 from the University of Port Harcourt Nigeria and University of Dar-es-salaam Tanzania in Linguistics and Swahili Language. She has published five children's books, a workbook on Organizational Security, several scholarly articles in various journals and write extensively in daily Newspapers in Nigeria and also a bi-weekly relationship column in the Africa Abroad New York USA and Sun News paper in Nigeria. She is the chairperson of Women and Children Educational, Skills, and Empowerment Initiative (WCESEI), a non-profit organization based in Cresco PA and Nigeria.

Chioma Nwakanma is an Aquatic Toxicologist with special interest in Environmental pollution studies, Toxicology, Biotechnology and Microbiology and is affiliated with the Michael Okpara University of Agriculture, Umudike, Nigeria. She has a BSc in Fisheries with second class upper division from Michael Okpara University of Agriculture, Umudike, Abia State; MSc in Hydrobiology and Fisheries and PhD in Animal and Environmental Biology at the University of Port Harcourt. During her NYSC, she won the National award of the best serving corp member in Kaduna State, which gave her an automatic employment with the State Ministry of Agriculture and Natural Resources Management. She has attended conferences and workshops within and outside the country. She also won the Netherland Fellowship award to attend an International Training short course programme on Climate change adaptation in agriculture and natural resource management at Wageningen, Netherlands in 2015. She is a member of the following professional bodies; Fisheries Society of Nigeria (FISON); Biotechnology Society of Nigeria (BSN); Graduate Women in Science (GWIS); Organization for Women in Science for the Developing World (OSWD); Association for Environmental Impact Assessment of Nigeria (AEIA); Association of Nigerian Women Academic Doctors International (ANWAD); Coastal zone Community of Practice (CZCP) of the Group on Earth Observation(GEO); International Association of Risk and Compliance Professionals (IARCP) and Foundation for African Development through International Biotechnology (FADIB).

Henrietta Okoro is an Associate Professor at Colorado Technical University - USA. She holds a Doctor of Management in Organizational Leadership with specialization in Information Systems and Technology and dual Masters Degrees in Accounting and Management. She is a Strategic Management Consultant with in-depth experience spanning over twenty five years and proven expertise in information systems, and technology. Dr. Okoro is a published author and has presented and published several peer reviewed articles in the field of management, leadership, and information systems, and technology. She is also the Founder/President of World Association for Academic Doctors (WAAD) & Association of Nigerian Women Academic Doctors (ANWAD), Inc. She is a certified software test engineer (CSTE), senior member with Quality Assurance Institute (QAI), and American Society for Quality (ASQ). She can be contacted through ettaokoro@yahoo.com

Temidayo Onojobi was born over four decades ago in Ondo State, receiving both Elementary and Secondary education there. Dr. Onojobi completed the NCE Program in 1993, emerging as the best student in French in 1996 for the convocation prize award. His B.A. (Hons) in French was earned at Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria. Having completed the Program in 2001, he was selected to be a Graduate Assistant having obtained second class upper division. To further his studies, Dr. Onojobi entered the University of Ibadan, Ibadan, where he earned an M.A. in French Studies in 2005. He continued his education, earning his Ph.D in 2012. Dr. Onojobi is a Senior lecturer in the Department of Nigerian and Foreign Languages and Literature, Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria.

Helen Ebiemi Opigo was born on the 10th September, 1955 to HRH the Hon. N. A Frank Opigo the late Amanaowei of Angjama in the Southern Ijaw local government area of Bayelsa State and Mrs. Evelyn Opigo. She holds a Master of Business Administration degree with specialization in Management from the Rivers State University of Science and Technology, Nkpolu, Port Harcourt; and a Doctor of Philosophy (PhD) in Business Policy from the same university. She has a City and Guilds in Computer programming from the South East London College, UK, HND in Computer studies from the Polytechnic of the South Bank, London UK now South Bank University. Dr. Opigo is currently associated with Federal University Otuoke.

Adejoke Olabisi Sheyin is Chief Lecturer at Tai Solarin College of Education. She completed her elementary education at Lagos City Council School, Igbobi, Yaba from 1965 to 1969. She proceeded to Ago-Iwoye Secondary School, Ijebu, between 1970 and 1975; and thereafter attended Ansar-Ud-Deen Teachers' College, Ota, from 1976 to 1978; Dr. Joke Sheyin was admitted into Ogun State College of Education, affiliated to the University of Ibadan, (Now Tai Solarin College of Education, Oma-Ijebu) and graduated with an N C E Certificate in Political Science/Economics in 1982, all in Nigeria. Her insatiable appetite for higher education got her admitted to the prestigious University of Ibadan in 1986 and she successfully completed her basic degree in Educational Management, in the Upper Division of the Second Class in 1989; followed by a Master Degree in 1992 at the Olabisi Onabanjo University, Ago-Iwoye, Ogun State, also in Educational Management. However, the turning point in her academic pursuit was in year 2000, when she obtained her Doctorate Degree, (Ph.D), in Educational Management, at the University of Ibadan. She has since applied her intellectual resources and energy to academic pursuits.



**International Journal of Leadership Education &
Business Studies (IJLEBS)**



EDITORIAL OFFICE
9208 Annapolis Rd.
Lanham MD 20769, USA
Email: Journal@wafad.org
Website: www.wafad.org/wafad/publications