

# Influence of Northern Nigeria Crises on Administrators' Job Performance in Secondary School in Kogi Central District of Kogi State

Dr. Daniel Iheanyichukwu Nwosu-Kanu<sup>1</sup>

<sup>1</sup>Department of Art and Social Science Education, Faculty of Education,  
Federal University Lokoja, Kogi State.

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**Abstract:** The study examined the influence of Northern Nigeria crises on administrators' job performance in public secondary school in Kogi Central Senatorial District of Kogi State. Three research questions were raised and three research hypotheses were formulated to guide the study. The design of the study was ex-post facto. The study population consisted of 480 administrators and 1541 teachers in 136 (public and private) secondary schools in Kogi Central Senatorial District of Kogi State. The sample which comprised of 84 Secondary Schools, 253 administrators and 262 teachers were selected using multi-stage sampling technique. Two sets of instruments were used for data collection. The researcher developed two questionnaires titled "Influence of Northern Nigeria Crises Questionnaire (INNCQ) and Administrators Job Performance Questionnaire (AJPQ)". INNCQ was responded to by the administrators while AJPQ was responded to by teachers. The reliability co-efficient of the instrument was determined using the Cronbach Alpha statistics. The Reliability index of 0.85 was obtained. Linear Regression Coefficient R was used to answer the research questions while Linear Regression Statistics was used to test the hypotheses at 0.05 alpha level. The findings of the study revealed that Northern Nigeria crises (Kidnapping, Banditry and Farmers-Herders crisis variables) is significant to administrators' job performance. This means that that administrators' job performance is negatively influenced by Northern Nigeria crises (Kidnapping, Banditry and Farmers-Herders crisis variables). It was recommended that the government should revitalize and ensure the deployment of anti-kidnapping squad of the Nigeria Police Force to the affected areas in order to combat kidnapping.

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## I. INTRODUCTION

Northern Nigeria refers to the northern states of Nigeria where Hausa/Fulani ethnic group inhabits, practicing Islam as their dominant religion. The Northern Nigeria has vast landmass, mineral resources, population and it is known for its engagement in agriculture. Despite all these, the area is facing complicated problems that has drawn the attention NGOs, international organizations, community leaders, teachers, administrators and the government. The Northern Nigeria crisis is a complex and extended critical issue caused by a lot of elements such as kidnapping, banditry, farmers-herders clash (Google Gemini 2025). These problems can be ascribed to a number of socio-economic factors such as poor living conditions, joblessness, and discrimination. The predicament has bring about incessant killings, emigration, scarcity of food, and destruction of public property, making the government to spend a lot of resources in a bid to curb it.

Wikipedia (2025) stated that kidnapping which can be called abduction is a criminal behavior that involves the

illegal capture and detention of people without them approving and asserting to it. The act of kidnapping is typically carried out with the application of force or intimidation, as well as using scam or tricks to pull such individual into detention. Kidnapping is the usage of coercion, deceit and fear to confine and imprison people unlawfully. Kidnapping is usually carried out with the intention of getting ransom, exploiting the victims sexually and otherwise. It might also be carried out due to political reasons where the perpetrator abduct his or her political opponents in order to bring them down or deter them from actualizing their ambitions. This is a social menace that has become so rampant in the region and affects the overall well-being and performance of administrators.

Banditry is the activities of group of people who carry weapons and take part in planned wrongdoings, like theft, abduction, and cattle rustling, particularly in regions where there is anarchy (Google Gemini 2025). Banditry is a form of well-structured law-breaking deeds carried out by criminals who applies intimidation or force in the course

of carrying out such activities. Anybody who takes part in such wrongdoing is generally known as a bandit and the activities of bandits usually include extortion, burglary, abduction of persons, killing among others. Most bandits do not only carry out these crimes as individuals but in most times as groups.

According to Wikipedia (2025), Farmers-herders crisis is a chain of conflict over land between Fulani herders and farmers in Northern part of Nigeria. The farmer-herder crisis is a clash between settled farmers and herdsmen, over who owns the land and other resources. The clash is as a result of struggle for land with forage crops, limited resources, environmental change, and the desertion of the grazing reserve system. This problem has resulted to the incessant killing of farmers, destruction of land and other properties by the nomadic herders, civil unrest among others.

Google Gemini (2025) views an administrator as a non-academic expert who is charged with the task of supervising the everyday processes and extensive visualization of a school. The role of an administrator include supervision of teachers, developing the financial plan of the school, guaranteeing that school activities is in line with government guidelines, and creating a conducive environment effective for learning. Names of school administrators can range from principal to supervisor/inspector, and their responsibilities majors on planning programme, employment of teachers, and tactical planning. Therefore, a school administrator is one whose responsibility implies the organization and handling of the day to day activities of a school as well as the human and material resources of a school.

Borman in Science Direct (2025) views job performance as how successful which a worker accomplishes their job tasks, which can be measured through some criteria, which can be based on rate of work done or assessments from supervision. Job performance defines the inputs and contributions of a worker to the general success of an institution (Markinu 2019). Job performance is very necessary in a school as it measures how useful and important a worker has been to the institution. It entails the timely and effective accomplishment of any assigned tasks by a worker in an institution.

The Northern Nigeria crises have affected the well-being and safety of administrators and have made it impossible for them to effectively carry out their job. The school administrators are affected physically, socially and emotionally by this long-standing problems. By concentrating on variables like kidnapping, banditry and farmers-herders crises, this study seeks to discover the magnitude to which these crises have hindered administrators' job performance in Kogi Central Senatorial District and highlight the possible ways for alleviating them to the barest minimum.

Shittu, Kehinde and Garba (2024) carried out a research to investigate the impact of kidnapping and insecurity on job performance of library staff in the University of Jos. The result showed that insecurity is instigated by various

influences which includes poverty, illiteracy, social injustices among others and that, kidnapping and insecurity affects job performance of library staff resulting to low work output and truancy.

#### ➤ *Statement of Problem*

An operational school administration is a crucial requirement necessary for educational achievement. It harmonizes a series of functions such as planning, co-ordination, employment, making financial arrangements, programme supervision, and management of human and material resources. The school administrator is the expert leader whose responsibilities has to do with creating and sustaining a secure and conducive atmosphere for learning activities.

Yet, in Northern Nigeria, this initial responsibility is presently being carried out in an environment with demoralizing and extended security crisis (Kidnapping, banditry and farmers-herders crises). This situation has altered the pattern of administrators' job from an educational and decision-making role into a security role. With the fact that kidnapping, and other criminal activities are generally reported daily, there is a severe and urgent pragmatic need to look into the facts concerning the unmeasurable influence of these crises on the fundamental responsibilities and job performance of the school administrators who are left to cope with the structure.

These crises often result to the destruction of school facilities and creates a state of terror in the region where the school is sited and these affects the administrators physically, social and psychologically and they will not be able to carry out their job effectively.

#### ➤ *Purpose of the Study*

The purpose of the study was to examine the influence of Northern Nigeria crises on administrators' job performance in secondary schools in Kogi Central Senatorial District of Kogi State. In particular, the study was set to determine the extent to which:

- Kidnapping activities influence administrators' job performance in secondary school in Kogi Central District.
- Banditry activities influence administrators' job performance in secondary school in Kogi Central District.
- Farmers-herders crisis influence administrators' job performance in secondary school in Kogi Central Senatorial District.

#### ➤ *Research Questions*

The following research questions was designed for the study:

- What is the extent to which kidnapping activities influence administrators' job performance in Kogi Central Senatorial District?
- What is the extent to which banditry activities influence administrators' job performance in Kogi Central Senatorial District?

- What is the extent to which farmers-herders crisis influence administrators' job performance in Kogi Central Senatorial District?

#### ➤ *Research Hypothesis*

The following hypothesis was designed to guide the study:

- H<sub>01</sub>: There is no significant influence of kidnapping activities on administrators' job performance in Kogi Central Senatorial District.
- H<sub>02</sub>: There is no significant influence of banditry activities on administrators' job performance in Kogi Central Senatorial District.
- H<sub>03</sub>: There is no significant influence of farmers-herders crisis on administrators' job performance in Kogi Central Senatorial District.

## II. RESEARCH METHOD

#### ➤ *Design of the Study*

The design which was applied for this study is ex-post facto survey design. The ex-post facto survey design was considered as appropriate because the variables already existed and cannot be manipulated.

#### ➤ *Area of the Study*

The research area for this study is Kogi Central Senatorial District of Kogi State. The district has the

following local government areas: Adavi, Ajaokuta, Okehi, Okene and Ogori Mangogo, with 136 (public and private) secondary schools.

#### ➤ *Population of the Study*

The population of this study consisted of all the 408 administrators and 1541 teachers in 136 (public and private) secondary schools in Kogi Central Senatorial District of Kogi State.

#### ➤ *Sample and Sampling Techniques*

The sample of this study consisted of 253 administrators (62%) of the administrators' population, 262 teachers (17%) of the teachers' population and 84 (62%) of the 136 secondary schools in Kogi Central Senatorial District of Kogi State. The Multistage sampling technique was used for the study. Cluster sampling techniques was used for grouping the respondents into the five (5) local government in Kogi Central Senatorial District. Sixty-two percent (62%) of secondary schools from each local government cluster from the senatorial zones were sampled; Simple random sampling technique was applied in the selection of the schools, teachers and administrators from each school. The respondents were selected using hat and draw method which yielded the highest probability of selecting a representative sample. This was to make sure that every respondent is given equal opportunity of being selected. The sampling frame is shown in table 1 below.

Table 1 The Sampling Frame for the Study.

Local Govt.	No. of Secondary school	Sample of schools (62%)	Total No. of Teachers	Sample of Teachers (17%)	Total No. of Administrators	Sample of Administrator (62%)
Adavi	41	25	385	66	123	76
Ajaokuta	31	19	505	86	93	58
Okehi	32	20	349	59	96	60
Okene	28	17	205	35	84	52
Ogori Mangogo	04	03	95	16	12	07
	136	83	1541	262	408	253

#### ➤ *Instrument of Data Collection*

The Researcher developed an instrument titled '*Influence of Northern Nigeria Crises Questionnaire*' (INNCQ) which addressed three variables. A total of 15 item statements formed INNCQ. The instrument was divided into three sections: A, B and C. Section A contains information regarding the respondents' biographic data such as gender, age, qualification. Section B is made up of 15 items designed questionnaire to find out how Northern Nigeria crises influence administrators' job performance in secondary school based on the variables which are kidnapping, banditry and farmers-herders crisis. In this section, the respondents were mandated to tick the options that best suit their opinion using the four point rating scale which involves strongly agree, agree, disagree and strongly disagree. The opinions were scored as follows SA – Strongly Agree 4 points, A – Agree 3 points, Disagree 2 points, and Strongly Agree 1 point. Nevertheless, Section C was an instrument titled

'*Administrators' Job Performance Questionnaire*' (AJPQ) which also is made up of the same rating with INNCQ.

#### ➤ *Validation of the Instrument*

The instruments '*Influence of Northern Nigeria Crises Questionnaire* (INNCQ) and *Administrators Job Performance Questionnaire* (AJPQ)' was validated by two (2) experts in the Department of Education Foundation/Management and Planning and the other in the department of Measurement and Evaluation, Faculty of Education, all in Federal University Lokoja. The alterations made such as the removal of some items in the questionnaires and the reform of the questionnaires by this experts were used to modify the instruments INNCQ and AJPQ, in terms of correctness, precision of language and content coverage.

#### ➤ *Reliability of the Instrument*

Reliability determines the degree on which an instrument can specifically display the same evaluation

potential when applied on the similar type of sample twice. To ascertain the reliability of the instrument: Influence of Northern Nigeria Crises Questionnaire (INNCQ) was trail tested once using 50 administrators from schools in Kogi West Senatorial District that was not fragment of the sample for the main study. The outcome gotten was evaluated using Cronbach Alpha; it produced a total reliability coefficient of 0.85.

#### ➤ *Procedure for Data Collection*

The instruments were administered through the two (2) research assistants train in each of the selected school. The administrators answered on the Influence of Northern Nigeria Crises Questionnaire (INNCQ) while the teachers answered on the Administrators' Job Performance Questionnaire (AJPQ).

#### ➤ *Method of Data Analysis*

Linear Regression Coefficient R was applied in answering the research questions based on decision rules while Linear Regression Statistics was used to test the null hypotheses at 0.05 level of significance. In answering the

research questions, the decision rules by Evans in Temitope and Nwosu-Kanu (2024) was applied to show the extent to which Northern Nigeria crises influence administrators job performance. Whereas in testing the null hypotheses, the F – calculated was compared with the critical F – value at 0.05 level of significance. If the calculated F – value was less than the critical F – value, the null hypotheses were retained, if not, it was rejected. The application used for analyzing the data was Statistical Package for Social Sciences (SPSS).

#### ➤ *Decision Rule*

Evans in Temitope and Nwosu-Kanu (2024), identified the criteria for determining the extent of influence as follows:

- $\pm 0.00 - 0.19$  – Very Low Influence
- $\pm 0.20 - 0.39$  – Low Influence
- $\pm 0.40 - 0.59$  – Moderate Influence
- $\pm 0.60 - 0.79$  – High Influence
- $-1$  – Perfectly Negative Influence
- $0$  – No Influence
- $+1$  – Perfectly Positive Influence

### III. RESULTS

The results of the study are presented in table according to the research questions and hypotheses below.

#### ➤ *Research Question 1: What is the Extent to which Kidnapping Activities Influence Administrators' Job Performance in Kogi Central Senatorial District?*

Table 2 for the Extent to which Kidnapping Activities Influence Administrators' Job Performance

Variable	R	R squared	Adjusted R <sup>2</sup>	Sdt Error	Remark
Kidnapping Job Performance	0.08	0.006	0.004	2.24	Very Low Influence

Result in Table 2 above shows the R for the strength of the relation and for determination of the level of influence of kidnapping activities on administrators' job performance in secondary schools in Kogi Central Senatorial District. The R – value of 0.08 shows a very low extent of relationship between the two variables. The calculated value of R Square 0.006 which is the coefficient of determination also shows that only 0.6% of administrators' job performance is

influenced by kidnapping activities. This means that, administrators' job performance to a very low extent is influenced by kidnapping activities in secondary schools in Kogi Central Senatorial District of Kogi State.

#### ➤ *Research Question 2: What is the Extent to which Banditry Activities Influence Administrators' Job Performance in Kogi Central Senatorial District?*

Table 3 for the Extent to which Banditry Activities Influence Administrators' Job Performance

Variable	R	R squared	Adjusted R <sup>2</sup>	Sdt Error	Remark
Banditry Job Performance	0.23	0.051	0.049	2.19	Low Influence

Result in Table 3 above shows the R for the strength of the relation and for determination of the level of influence of banditry activities on administrators' job performance in secondary schools in Kogi Central Senatorial District. The R – value of 0.23 shows a low extent of relationship between the two variables. The calculated value of R Square 0.051

which is the coefficient of determination also shows that only 5.1% of administrators' job performance is influenced by banditry activities. This means that, administrators' job performance to a low extent is influenced by banditry activities in secondary schools in Kogi Central Senatorial District of Kogi State.



➤ *Research Question 3: What is the Extent to which Farmers-Herders Crisis Influence Administrators' Job Performance in Kogi Central Senatorial District?*

Table 4 for the Extent to which Farmers-Herders Crisis Influence Administrators' Job Performance

Variable	R	R squared	Adjusted R <sup>2</sup>	Sdt Error	Remark
Farmers-Herders Job Performance	0.12	0.015	0.013	2.23	Very Low Influence

Result in Table 4 above shows the R for the strength of the relation and for determination of the level of influence of farmers-herders crisis on administrators' job performance in secondary schools in Kogi Central Senatorial District. The R – value of 0.12 shows a very low extent of relationship between the two variables. The calculated value of R Square 0.015 which is the coefficient of determination also shows that only 1.5% of administrators' job performance is

influenced by farmers-herders crisis. This means that, administrators' job performance to a very low extent is influence by farmers-herders crisis in secondary schools in Kogi Central Senatorial District of Kogi State.

➤ *Hypothesis 1: There is No Significant Influence of Kidnapping Activities on Administrators' Job Performance in Kogi Central Senatorial District.*

Table 5 Result of Analysis of Variance of the Simple Linear Regression for the Extent of Influence of the Kidnapping Activities on Administrators' Job Performance.

Model	Sum of Squares	df	Mean Square	F cal.	F critical	Decision
Regression	14.51	1	14.51	2.89	1.96	Significant
Residual	2496.69	498	5.01			
Total	2511.20	499				

The result in Table 5 indicates that the calculated F – value of 2.89 is greater than the critical F – value of 1.96 at 0.05 level of significance with 1 and 498 degree of freedom. With this result, the null hypothesis which states that there is no significant influence of kidnapping activities on administrators' job performance was rejected. This implies that, kidnapping activities is significant to administrators' job

performance in secondary schools in Kogi Central Senatorial District of Kogi State.

➤ *Hypothesis 2: There is No Significant Influence of Banditry Activities on Administrators' Job Performance in Kogi Central Senatorial District.*

Table 6 Result of Analysis of Variance of the Simple Linear Regression for the Extent of Influence of the Banditry Activities on Administrators' Job Performance.

Model	Sum of Squares	df	Mean Square	F cal.	F critical	Decision
Regression	127.58	1	127.58	26.66	1.96	Significant
Residual	2383.62	498	4.79			
Total	2511.20	499				

The result in Table 6 indicates that the calculated F – value of 26.66 is greater than the critical F – value of 1.96 at 0.05 level of significance with 1 and 498 degree of freedom. With this result, the null hypothesis which states that there is no significant influence of banditry activities on administrators' job performance was rejected. This implies that, banditry activities is significant to administrators' job

performance in secondary schools in Kogi Central Senatorial District of Kogi State.

➤ *Hypothesis 3: There is No Significant Influence of Farmers-Herders Crisis on Administrators' Job Performance in Kogi Central Senatorial District.*

Table 7 Result of Analysis of Variance of the Simple Linear Regression for the Extent of Influence of the Farmers-Herders Crisis on Administrators' Job Performance.

Model	Sum of Squares	df	Mean Square	F cal.	F critical	Decision
Regression	37.67	1	37.67	7.58	1.96	Significant
Residual	2473.53	498	4.79			
Total	2511.20	499				

The result in Table 7 indicates that the calculated F – value of 7.58 is greater than the critical F – value of 1.96 at 0.05 level of significance with 1 and 498 degree of freedom. With this result, the null hypothesis which states that there is no significant influence of farmers-herders crisis on administrators' job performance was rejected. This implies

that, farmers-herders crisis is significant to administrators' job performance in secondary schools in Kogi Central Senatorial District of Kogi State.

#### IV. DISCUSSION OF FINDINGS

##### ➤ *Kidnapping Activities and Administrators' Job Performance*

The result of the analysis presented in hypothesis 1 showed that kidnapping activities is significant to administrators' job performance in secondary schools in Kogi Central Senatorial District of Kogi State. This can be attributed to the fact that the incessant events of kidnapping make administrators to lose interest in their jobs. The findings of this hypothesis agrees with that of Kareem, Ameh & Adah (2020) that opines that kidnapping activities has become a threatening social issue due to its adverse effects on persons, the public and government which include destruction of lives and properties, distrust among people, negative effects on the economy and society, unfriendly atmosphere for foreign investors, emotional burden on the part of the victims. The study suggested on the ways of reducing kidnapping incidents such as participation and empowerment of local leaders, legislation of severe punishment to discipline culprits, supporting the security agencies financially and otherwise and cooperation among the three tiers of government and their agencies as well as prominent personalities.

##### ➤ *Banditry Activities and Administrators' Job Performance*

The result of the analysis presented in hypothesis 2 showed that banditry activities is significant to administrators' job performance in secondary schools in Kogi Central Senatorial District of Kogi State. This can be due to the fact that the activities of bandits usually affect the administrators physically, socially and emotionally thereby lowering their job performance. The discoveries of this hypothesis agrees with that of Aisha, Richard & Praise (2022) who opined that banditry activities negatively affects rural development as both schools and markets are closed down due to persistent attacks by bandits.

##### ➤ *Farmers-Herders Crisis and Administrators' Job Performance*

The result of the analysis presented in hypothesis 3 showed that farmers-herders crisis is significant to administrators' job performance in secondary schools in Kogi Central Senatorial District of Kogi State. This can be due to the fact that the clash between farmers and herders usually result to the destruction of school properties thereby affecting performance of administrators. The discoveries of this hypothesis confirms with that of Alonge (2019) who opined that the clashes between farmers and herdsmen bring about murder and other kinds of assault on lives and properties.

#### V. CONCLUSION

Based on the findings of the study, it was concluded that: Kidnapping activities, banditry activities and farmers-herders crisis is significant to administrators' job performance. This implies that administrators' job performance is negatively influenced by Northern Nigeria crises which are kidnapping activities, banditry activities and farmers-herders crisis.

#### RECOMMENDATION

##### ➤ *Based on the Findings and Conclusion of this Study, it was Recommended that:*

- The government should revitalize and ensure the deployment of anti-kidnapping squad of the Nigeria Police Force to the affected areas in order to combat kidnapping.
- The government should engage the services of local vigilante groups and hunter and ensure effectual grass root governance in order to curb the activities of bandits
- The government should build cattle ranches as well as set up and implement policies that can help minimize the crises between farmers and herders.

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