

CURRICULUM VITAE

PERSONAL DATA

NAME: AIGBOMIAN Eunice Efe (Mrs)
DATE OF BIRTH: 9th October, 1961
PLACE OF BIRTH: Iruekpen – Ekpoma
SEX: Female
MARITAL STATUS: Married
NUMBER OF CHILDREN: Four
STATE OF ORIGIN: Edo
NATIONALITY: Nigerian
RELIGION: Christian
POSITION HELD: Lecturer 1
CONTACT ADDRESS: Mrs. E.E Aigbomian
Department of Banking and Finance,
Ambrose Alli University,
Ekpoma, Edo State, Nigeria.

PERMANENT HOME ADDRESS: No.2 Ehonlen Quarters, Iruekpen,
Esan West L.G.A, Edo State.

EDUCATIONAL INSTITUTIONS ATTENDED WITH DATES:

Our Lady of Lourdes Girls' Grammar School	1976 – 1982
Bendel State University, Abraka Campus	1983 – 1986
University of Benin, Benin City, Nigeria	1995 – 2000
University of Benin, Benin City, Nigeria	2002 – 2004
Ambrose Alli University, Ekpoma.	2016 – 2019

ACADEMIC QUALIFICATIONS OBTAINED

M.S.C Economics	2019
M.SC Banking and Finance	2004
B.SC Banking and Finance	2000
NCE Economics/Geography	1986
West African School Leaving Certificate (WASC O/L)	1982

WORKING EXPERIENCE

Union Bank Nig. PLC	1987-2007
Department of Banking and Finance, Ambrose Alli University, Ekpoma, Edo State, Nigeria.	2007 till date

PUBLISHED JOURNAL ARTICLES/PAPERS:

- 1) Ihionkhan, P.A. and Aigbomian, E.E. (2006), "Job Satisfaction and Employee's Attitude to Work in Nigeria" *Focus on Contemporary Issues (FCI), An Official Journal of National Association of Women in Academics, Ekpoma: Vol. 3. No. 1&2, P110-116.*

Abstract: An organization can be referred to be good if it is structured in a way that its Personnel Policies create in its workers willingness and readiness to remain and put in their best. Each worker has individual needs and job expectations which he/her seek to satisfy and in most cases, these needs are not compatible with demands of the organization. This paper therefore is intended to diagnose the concept of job satisfaction and its impact on employee's attitude to work in Nigeria.

- 2) Aigbomian, E.E. and Ihionkhan, P.A. (2008), "Financial Globalization: Gains and Pains for Developing Countries" *Ekpoma Journal of Behavioural Science (EJOBS). Vol. 1, No. 1, P 13-24.*

Abstract: The recent wave of globalization has generated an intense debate among economists, attracting both strong supporters and strong opponents. This paper tries to present a balanced view of financial globalization, outlining the benefits and risks that globalization entails for developing

countries. The paper revisits the arguments and evidence that can be used in favor of and against globalization, as well as the prospects and policy options.

- 3) Ihionkhan, P.A. and Aigbomian, E.E. (2008), “Total Quality Management and Organizational Efficiency” *Intellectualism, A Multidisciplinary Journal*, Ekpoma, Vol. 1, No.2, p 57-65.

Abstract:

- 4) Ihionkhan, P.A. and Aigbomian, E.E. (2009), “A Comparative Study of Managerial Traits/Talents among Males and Females in Ekpoma, Edo State” *The Nigerian Journal of Economic and Management Studies*. Vol.4, No.1, p 144-157.

Abstract: The aim of the study was to examine the self-descriptive inventory of males and females in terms of their need for self-actualization, achievement motivation, intelligence and initiative, as well as ascertain the relationship between male and female in terms of the aforementioned traits/talents in Ekpoma using Ghiselli’s self-descriptive inventory questionnaire. For data analysis, descriptive statistics variances were used for the analysis and presentation of data, T-test and correlation analysis were also used to test the hypotheses formulated by the researcher. The result of this study revealed that there is no significant difference between male and female in terms of their need for self actualization, achievement motivation, intelligence and their ability to take initiative, it also showed no existence of relationship between the four variables. This study contributes to a better understanding that gender does not play a role in the performance or non performance of an individual in any position of authority.

- 5) Aigbomian, E.E; Enabulu, G.O and Ihionkhan, P.A. (2010), “Banking Capital Regulation in Contemporary Banking Theory” *AAU Journal of Management Sciences*, Vol. 1, No.1, P 31-42.

Abstract: This paper reviews the theoretical literature on bank capital regulation and analyses some of the approaches to redesigning the 1988 Basel Accord on capital standards. The paper starts with a review of the literature on the design of the financial system and the existence of banks. It proceeds with a presentation of the market failures that justify banking regulation and an analysis of the mechanisms that have been suggested to deal with these failures. This paper reviews the different suggestions by authors on bank capital regulation which is followed by a brief history of capital regulation since the 1988 Basel Capital Accord. The paper also shows a presentation of

both the alternative approaches that have been put forward on setting capital standards and the Basel Committee's proposal for a new capital adequacy framework.

- 6) Ihionkhan, P.A. and Aigbomian, E.E. (2013), "Effect of Training and Development on Organization Commitment: A Study of Manufacturing Organizations in Nigeria" *Benin Journal of Social Sciences*, Vol. 21, No.2, p 68-83.

Abstract: Research has suggested that the practice of training and development of employees as a management philosophy is essential to managing an organization and improving its overall performance. Using questionnaire survey, this study examines the influence of training and development on organizational commitment. Three hundred and eight respondents from major manufacturing organizations in Nigeria participated in the study. The result shows that the human resource management practice of training and development is an important determinant in motivating the employees to be committed to their organization. The findings indicate that an organization needs to be aware of the importance of this dimension in providing a favorable working environment to its employees in attaining their full commitment for organizational success.

- 7) Ihionkhan, Peter A. (PhD); Ohue, Paul Itua and Aigbomian, Eunice Efe. (2015), "The problem of population size and human capital development in Nigeria" *AAU Journal of Social Sciences*, Vol. 6, No.2, P 270-276.

Abstract: Nigeria, a country with a teeming population of about 140 million, constitutes the most populated country in Africa. Every year the number of human beings increases, but the amount of natural resources required to sustain this population constitutes a problem, hence the need for human capital development. Human capital development is a tool that can be used to curb the problems associated with population growth. Human capital development entails the development of human resources so as to enable them acquire the knowledge and skill required to carry out a particular task. This paper therefore explores the issues of population and human capital development. It critically examines the concepts of population, human capital development, the type of training required for human capital development as well as the relationship between population and human capital development

- 8) Prof. Imahe, O.J, Momoh Abdulraheem, Mrs Aigbomian Eunice. (2017). “An empirical study of selected predictors of State budgets in Nigeria” *Journal of Industrial Strategy, Information and Management*, Vol. 2, No 3, P 63-76

Abstract: The paper examined the impact of political affiliation, landmass, life span of state (in age), and population on state budgets in Nigeria for the 2016 financial year. The model specified was a single-equation type connecting the above identified variables. The data collected were crossed-sectional in nature spanning over 36 sample size as reflected in the number of states in Nigeria. The technique of analysis was the OLS, and E-views 7.1 version software was utilized in regression. The findings revealed that: (i) State budgets in Nigeria were not politically biased towards the ruling/ or dominant party (APC for now); (ii) the six youngest states from data displayed faced viability test; (iii) State indebtedness was revealed by the negative value of autonomous budget; (iv) the landmass impact was not significant, and the age and population variables were significant and directly related to the state budgetary allocations. The study recommends that; (i) the youngest states(6) need concessionary financial assistance from the federal government; (ii) external and internal borrowing by states should be minimized and monitored; (iii) landmass must be considered in budgetary allocations; (iv) the population impact on budgets in the country via states should be strengthened, and (v) the older states that are still in pre-independence era given their development, should be paid serious attention in budgetary allocations.

- 9) Isedu, M.O., Mrs Aigbomian Eunice, . (2018). “Contribution of Commercial Banks to Financial Deepening in Nigeria” *International Journal of Governance and Development*, ISSN: 1597-1740 Vol. 5, September, 2018.

Abstract: The link between commercial banks, financial deepening and economic growth has long received significant attention in the literature. This attention is well-justified, since a better understanding of how the financial sector contributes to financial deepening has important regulatory implications. Within the finance-growth nexus literature, some have argued that financial intermediaries mobilize pool and channel domestic savings into productive capital and contribute to financial deepening and economic growth. If this view is to be accepted, then a competitive and well-developed banking sector must be an important contributor to economic growth. The main

objective of this study is to examine the contribution of commercial bank to financial deepening in Nigeria. Money supply, has a positive relationship with the policy variable of Money Supply/GDP Ratio (MSG) a proxy for financial deepening and was statistically significant. Credit to the private sector has a negative sign, it was statistically significant. Ratio of Credit to Private Sector/GDP (CRPSG) led to increase in Money Supply/GDP and it was statistically significant. The implication is that Ratio of Credit to Private Sector/GDP (CRPSG) is an important variable affecting financial deepening. Total Saving Ratio of GDP as a variable for financial deepening (TSRG) has a positive sign. Total Savings Ratio of GDP as a variable for financial deepening has not contributed significantly to Broad Money Supply/GDP issuable instruments for investors. Based on the findings of the study, CBN should continue with the financial deepening to consolidate the confidence in financial institutions.

- 10) Ofanson, E.J. (Ph.D), Imoughele, Lawrence Ehikioya (Ph.D) and Aigbomian, Eunice Efe (2018). “Public spending, Institutional quality and Inclusive growth in Nigeria: An Econometric examination” *AAU Journal of Management Sciences*, Vol. 9, No 1&2, P 1-18

Abstract: The study examined the impact of government spending and institutional quality on inclusive growth in Nigeria over a period of 22 years that is, 1985-2016. Specifically, it investigated the influence of government spending on education, health, infrastructure and economic freedom and corruption proxy for institutional quality on inclusive growth in Nigeria. It used the Dickey-Fuller unit root test to ascertain the order of integration of the series. Using the Auto-Regressive Distributed Lag (ARDL) bound test technique, the study found that in the long-run government spending on education and economic freedom has positive and significant influence of inclusive growth and government spending on infrastructure also has positive but insignificant influence on inclusive growth due to the poor budgetary allocation to the sector. In the same period, government spending on health and corruption affected inclusive growth negatively and significantly. In the short-run, government spending on education, health, economic freedom and corruption significantly impacted on inclusive growth while government

spending on infrastructure was not significant in causing inclusive growth in Nigeria. Furthermore, the Cumulative Sum (CUSUM) and Cumulative Sum of Square (CUSUM Q) of the residual show that the ARDL model is stable. Therefore, the study recommended among others that Nigeria government should direct its policy strategies on increase budget allocation to productive government spending on health, education and infrastructure and also government should create and implement institutional quality policy reform that will spur economic freedom, labour freedom, investment freedom, property rights and legal freedom that would have a robust effect in reducing income inequality and poverty in Nigeria. Institutions like the Independent Corrupt Practices and other Related Offences Commissions (ICPC) and Economic and Financial Crimes Commission (EFCC) should also be strengthened to fight corruption which has adverse effect on inclusive growth.

- 11) Aigbomian, Eunice Efe, Omogbai, Courage Agbologa and Imafidon, Anthony (2019). “Government Expenditure and Agricultural Output in Nigeria” *AAU Journal of Banking and Finance*, Vol. 1, No 1, P 200-213

Abstract: This paper examined the impact of government expenditure on agricultural output in Nigeria for the period of thirty six years (1981-2016). The data were obtained from the Central Bank of Nigeria Statistical Bulletin of 2016. The study employed the ordinary Least Square analysis and co integration technique using the E-view statistical software. The results showed that there is a positive relationship between agricultural output and government recurrent expenditure on agriculture as well as a long-run relationship. The study recommends amongst others that the government should as a matter of urgency increase the recurrent expenditure on agriculture as this is capable of increasing agricultural output which is likely to fill the food importation gap already being experienced in the country.

BOOKS OF READING

- 1) Enabulu, G.O; Aigbomian, E.E. and Ibadin, L.A (2013). Introduction to Finance (Banking). Edited by E.J. Ofanson (Ph.D) and N.C. Idahosa.

PUBLISHED FOREIGN JOURNAL ARTICLES/PAPERS

- 1) Ihionkhan, P.A. and Aigbomian, E.E. (2014). “The Link between Human Resource Management Practices and Organizational Commitment” *Indian Journal of Management Sciences*, Vol. IV. Issue.1 P 10-18.

Abstract: The concept of organizational commitment lies at the heart of any analysis of human resource management. Indeed, the rationale for introducing human resource management policies is to increase levels of employees commitment in order to ensure positive outcomes, while human resource management on the other hand has been an important theme in management and business research for the past few decades due to its potential to affect a large range of organizationally and individually desired outcomes such as commitment, loyalty, turn over intent and satisfaction. There is also a consensus that human resource management practices are a management philosophy and a way of managing organizations to improve their overall effectiveness and performance. Therefore this paper did an investigation on the impact of human resource management practices on organizational commitment. The paper reviews the concept of human resource management practices and highlights the types and nature of organizational commitment and investigates the influence of four dimensions of human resource management practices (teamwork, communication, reward and recognition, and training and development) on organizational commitment. The paper concludes by revealing that the four dimensions of organizational culture are positively associated with organizational commitment.

- 2) Ihionkhan, P.A. and Aigbomian, E.E. (2014). The Influence of Human Resource Management Practices and Organizational Commitment: A Study of Manufacturing Organizations in Nigeria” *Indian Journal of Commerce & Management Studies*, Vol. V.Issue.1 P 18-28.

Abstract: The objective of the study is to investigate the influence of five dimensions of human resource management practices (teamwork, communication, reward and recognition, and training and development and performance appraisal) on employees’ organizational commitment in manufacturing organizations in Nigeria. The question asked is whether the

practice of training and developing employees, of rewarding and recognizing workers in an organization, of allowing employees to work as a team, of carrying out regular performance appraisal and communicating with employees about the activities/goals of the organization and the employee's role in advancing these goals by human resource managers affect or influence their organizational commitment.

Using the questionnaire survey, a total of 377 questionnaires was distributed, from which 321 completed questionnaires were returned (85% response rate). The sample was obtained from fifteen manufacturing organizations in Nigeria. Regression analysis were employed to test the research hypotheses which specified the relationship between the independent variables (training and development, reward and recognition, teamwork, communication, and performance appraisal) and the dependent variable of organizational commitment.

The results of the study revealed that communication, training and development, reward and recognition, teamwork and performance appraisal are positively associated with organizational commitment. The results also show that all dimensions of human resource management practices chosen in the study are important determinants in motivating the employees to be committed to their organization. The study recommends the need for management of organizations to develop and adopt human resource management practices in order to develop committed workforce for organizational success.

HOBBIES: Reading, Research and Cooking.

REFEREES:

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