

CURRICULUM VITAE

OF

REV. S.A. OJEIFO, Ph.D, FCNA, FCTI, MNIM

CURRICULUM VITAE

- 1. FULL NAME:** OJEIFO, Aidelunuoghene Sunday
- 2. DATE AND PLACE OF BIRTH:** 11th November, 1953 Otuo, Edo State.
- 3. PLACE AND LOCAL GOVT. OF ORIGIN:** Otuo, Owan-East Local Government Area
- 4. STATE OF ORIGIN:** Edo
- 5. NATIONALITY:** Nigerian
- 6. MARITAL STATUS:** Married
- 7. NUMBER OF CHILDREN AND THEIR AGES:** Five-36, 36, 31, 29, 21
- 8. CURRENT POSTAL ADDRESS:** Rev. S.A, Ojeifo,
P.O. Box 372, Ekpoma, Edo State.
- 9. TELEPHONE NUMBERS:** 08030702170; 08077922350
- 10. E-MAIL ADDRESS:** sundayojeifo@gmail.com
Ojeifomatrix755@yahoo.com
aideojeifo@gmail.com
- 11. PERMANENT HOME ADDRESS:** Chief Ojeifo Odiegua's Compound,
Uzawa Quarters, Iyeu-Otuo, Otuo,
Edo State.
- 12. EDUCATIONAL INSTITUTIONS ATTENDED WITH DATES:**
- | | |
|-------------------------------------|--------------|
| (i) Ambrose Alli University, Ekpoma | (2003-2009) |
| (ii) Edo State University, Ekpoma | (1997-2000) |
| (iii) Edo State University, Ekpoma | (1992-1996) |
| (iv) University of Nigeria, Nsukka | (1990-1991) |
| (v) Auchi polytechnic, Auchi | (1978- 1980) |
| (vi) Auchi polytechnic, Auchi | (1974-1976) |
| (vii) Anglican Grammar School, Otuo | (1969-1972) |
- 13. ACADEMIC/PROFESSIONAL QUALIFICATIONS OBTAINED WITH DATES AND GRANTING BODIES:**
- A. ACADEMIC QUALIFICATIONS:**
- Doctor of Philosophy, (Ph.D) 2009, Ambrose Alli university, Ekpoma

- ii. Masters in Business Administration (MBA) 2000, Edo State University, Ekpoma.
- iii. Masters of Science (M.Sc), Public Administration, 1996, Edo State University, Ekpoma
- iv. The Association of National Accountants of Nigeria (ANAN), 1994.
- v. Post-Graduate Diploma (Business Administration), 1991, University of Nigeria Nsukka.
- vi. Higher National Diploma (Accounting), 1980, Auchi Polytechnic, Auchi
- vii. Ordinary National Diploma (Accounting), 1976, Auchi polytechnic, Auchi.
- viii. West African School Certificate, 1972, West African Examinations Council.

B. PROFESSIONAL QUALIFICATIONS:

- i. Fellow, Chartered Institute of Taxation of Nigeria (FCTI) 2013
- ii. Fellow, Association of National Accountants of Nigeria (FCNA), 2005
- iii. Member, Nigerian Institute of Management (MNIM), 2004.

14. PRESENT POSITION: Reader

15. CURRENT SALARY: CONUSSS 15/7

16. FORMER POSITION: Senior Lecturer

17. WORKING EXPERIENCE:

- i. October 2012 to date, **Reader**, Ambrose Alli University, Ekpoma.
- ii. 1st August 2011 to July 31st 2012, **Associate Professor**, Sabbatical Leave, Salem University, Lokoja, Kogi State
- iii. Ag. Director, General Studies Unit (2010-2011), Ambrose Alli University, Ekpoma.
- iv. October 2009 to September 2012, **Senior Lecturer**, Ambrose Alli University, Ekpoma.
- v. June 2004- September 2009 **Lecturer I**, Ambrose Alli University, Ekpoma.
- vi. June 1999-June 2004: **Bursar**, Ambrose Alli University, Ekpoma.
- vii. March 1997- August 1998 and January 1999 to June 1999: **Acting Bursar**, Edo State University, Ekpoma.
- viii. October 1995- June 1999: **Deputy Bursar**, Edo State University, Ekpoma.
- ix. May 1992- April 1996: **Chief Internal Auditor**, Bendel State University, Ekpoma.
- x. October 1991- May 1992: **Chief Accountant**, Bendel State University, Ekpoma.

- xi. October 1988- September 1991: **Assistant Chief Accountant** (Management Accounting Division) Bendel State University, Ekpoma.
- xii. October 1986- September 1988: **Principal Accountant** (Management Accounting Division) Bendel State University, Ekpoma.
- xiii. October 1984- September 1986: **Senior Accountant**, Treasury Services, Bendel State University, Ekpoma.
- xiv. April 1982- September 1984: **Accountant II**, Bendel State University, Ekpoma.
- xv. August 1981- April 1982: **Accountant III**, Bendel Cement Company Limited, Okpella.
- xvi. July 1980- August 1981: **National Youth Service Corps** Obanta Comprehensive High School, Oru/Awa, Ijebu North, Ogun State.

Membership of Learned Societies:

- 1. Member, Academic Staff Union of Nigerian Universities (ASUU), 1994
- 2. Fellow, Association of National Accountants of Nigeria (FCNA), 2005
- 3. Member, Nigerian Institute of Management (MNIM), 2004
- 4. Fellow, Nigerian Institute of Taxation (FCTI) 2013.

Details of Teaching Experience at the University Level

Joined the services of Ambrose Alli University, Ekpoma Edo State Nigeria in April, 1982, Converted Lecturer on completion of my tenure as Bursar of the University in June 2004 as lecturer I. Since 2004, I have taught the following courses,

- (a) At the Undergraduate Level:
 - (i) Business Finance
 - (ii) Human Resource Management
 - (iii) Management Theory
 - (iv) Industrial Relations and personnel Management
 - (v) Principles of Financial Accounting
 - (vi) Sales Management
 - (vii) Principles of Management
 - (viii) Production Management
 - (ix) Entrepreneurial Development
 - (x) Personnel Management

- (xi) Elements of Management
- (xii) Public Sector Accounting
- (xiii) Auditing and Investigation
- (xiv) Public Enterprises Management
- (xv) Statistics

(b) At the Post Graduate Level:

- (i) Introduction to Public Administration
- (ii) Financial Accounting
- (iii) Personnel Management
- (iv) Human Resources Management
- (v) Defence and Internal Security
- (vi) Public Sector Accounting and Finance
- (vii) Public Enterprises Management

Currently, I lecture the following courses,

A. At the undergraduate level:

- 1. B.Sc, Public Administration
 - (i) PUB 302 (Personnel Management)
 - (ii) PUB 316 (Elements of Government)
 - (iii) PUB 317 (Public Enterprises Management)
 - (iv) PUB 412 (Public Sector Accounting and Finance)

B. At the Post-Graduate Diploma Level

- 1. Post-Graduate Diploma (PGDPA)
 - (i) PGD 603 (Human Resources Management)
 - (ii) PGD 713 (Public Financial Management)

C. At the Masters Level

- 1. Master of Science in Public Administration (M.Sc)
 - (i) MSPA 721 (Personnel Management)
- 2. Masters in Public Administration (MPA)
 - (ii) MPA 803 (Personnel Management)
 - (iii) MBA 811 (Public Financial Management)
 - (iv) MPA 826 (Public Enterprises Management)

3. At the Ph.D Level

- (v) Ph.D 911 (Seminar in Public Financial Management)
- (vi) Ph.D 912 (Seminar in Public Enterprises Management)
- (vii) Ph.D 913 (Seminar in Public Personnel Management)
- (viii) Ph.D 916 (Thesis)

I have also supervised Research Essays/Projects at the undergraduate and Post Graduate Levels. During my sabbatical leave at Salem University, I taught Financial Accounting, Public Sector Accounting and Auditing and Investigation in the Department of Accounting.

Academic Interest:

- Public Sector Accounting
- Public Enterprises Management
- Human Resource Management
- Business Management
- Management Accounting
- Financial Accounting
- Auditing and Investigation
- Business Finance

University/Faculty/Department Administrative Duties:

- i. Ag. Director, Division of General Studies (GST) Nov, 2010 to July, 2011
- ii. Ag. Head of Department, Business Administration Department 2005/2006 and 2006/2007 sessions
- iii. Business Administration Departmental Student Adviser 2004-2005 session
- iv. 2011-2012, Final Year Project Coordinator- Accounting Students Salem University.
- v. Associate Editor, Management Sciences Journal, Salem University.
- vi. Member, Curriculum Review and Development Committee, Salem University
- vii. Ag. Chairman, Higher Degrees programmes Committee, Salem University.
- viii. Member, Conference Planning and Implementation Committee, Salem University.

PUBLICATIONS:

(A) PUBLISHED JOURNAL ARTICLES: LOCAL

- i. Ojeifo, S.A. (2005), "The role of budgeting in University Administration in Nigeria," *Journal of the Nigerian Academic*, Volume 9 No.3, Akwa, Nigeria

- ii. Ojeifo, S.A (2005); Fraud Control Strategies in the Public and Private Sectors and its implications for Corporate Governance, *Multi-disciplinary Journal of Research Development*, Volume 6 No.2, Makurdi, Nigeria
- iii. Oviasuyi, P.O. and Ojeifo, S.A (2005): public Budget as an instrument of State Intervention in the Economy, *Multidisciplinary Journal of Research Development*; Volume 6, No.3, Makurdi , Nigeria.
- iv. Akongbowa, A.B and Ojeifo, S.A (2006); Managing Distance Education and Open Learning for Economic Reliance in the 21st Century, *Journal of Academics* volume 1 No. 1
- v. Ojeifo, S.A. (2007): Motivation and organizational performance; *Journal of Business Studies and Technology Development*; Volume 3, No. 2, Akoka, Lagos, Nigeria.
- vi. Ojeifo S.A. and Akongbowa A.B. (2007): Auditing and Expectation of Financial Statements, *Journal of Management and Enterprise Development*, Volume 4, No. 2, Akwa, Nigeria
- vii. Ojeifo S.A. and Ewanlen D.O. (2007): Privatization and Outsourcing of State Owned Enterprises: The Nigerian Experience, *Journal of Academics*; Volume 2, No. 3, Ekpoma.
- viii. Ojeifo S.A. and Ewanlen D.O. (2008): An Appraisal of Organizational Culture, *Journal of Business Studies and Technology Development*: Volume 4, No. 2, Alagbado, Lagos.
- ix. Akhator A.P. and Ojeifo S.A. (2008): Employment Creation Ability of Small and Medium Scale Enterprises under the National Economic Empowerment and Development Strategy (NEEDS): Country Experience. *Journal of Environmental Planning and Management*, Ambrose Alli University, Ekpoma.
- x. Ewalen D.O., Osagie G.N. and Ojeifo S.A. (2009); Cross Cultural aspects of Management; Achieving Unity in Diversity; Al-Hikmah University, Ilorin; *Springboard Journal*, Volume 1, No. 1.
- xi. Ojeifo S.A. (2011), Niger Delta Crisis and Security Implications for the Nation State. *AAU Journal of Management Sciences*, Vol. 2, No. 1, Ekpoma, Nigeria.
- xii. Ojeifo S.A. and Ewanlen D.O. (2011), Stress and its Management in Organizations. *Journal of Academic*, Volume 6, 2011, Ekpoma.

- xiii. Ojeifo S.A. (2013). The Criminal Enterprise of Kidnapping in Nigeria, *Ambrose Alli University Postgraduate Journal*. Vol. 1, No. 1, Ekpoma, Nigeria.
- xiv. Ojeifo S.A. (2013), Corporate Social Responsibility and Sustainable Development in Nigeria. *A Bi-Monthly Journal of Association of National Accountants of Nigeria*, Vol. 21, No. 5, Yaba, Lagos.
- xv. Ojeifo, Aidelunuoghene Sunday (2014), Understanding Public Sector Budgeting. *A Bi-Monthly Journal of Association of National Accountants of Nigeria*, Vol. 22, No. 5, Yaba, Lagos.
- xvi. Ojeifo, Aidelunuoghene Sunday and Yerumoh Sunday (2015), The Effect of Drug Abuse in the Nigeria Society. *Ekpoma Journal Social Sciences*; Vol. 5, No. 2, Ekpoma, Nigeria.
- xvii. Ojeifo, Aidelunuoghene Sunday (2015), The Challenges of Disaster and Emergency Management in Nigeria: The Case of Chibok School Girls, *International Journal of Governance and Development*, Volume 4, No. 1, Ekpoma, Nigeria.
- xviii. Ojeifo, Aidelunuoghene Sunday (2015), Democracy and Human Rights in Nigeria. *International Journal of Governance and Development*. Volume 4, No. 2, Ekpoma, Nigeria.

(B) PUBLISHED JOURNAL ARTICLES: OVERSEAS

- i. Ivongbe M., Ojeifo S., Akhator P., Omoregbe H. (2010). ICT and Education in Africa: A Paradigm shift in Teacher Development in Gambia, published by *International Association of Technology Education and Development (IATED)* Valencia, Spain, pp 04384 – 04392 – www.iated.org.
- ii. Amadasun A.B. and Ojeifo S.A. (2011) “Foreign Direct Investment and Sustainable Development in Sub-Sahara Africa in the 21st Century”. Challenges and Interventions in *Journal of Insights to a Changing World*, Volume 2011, Issue 2.
- iii. Ojeifo, S.A. and Urhoghide P.I. (2011) “Rethinking Nigeria Infrastructure Architecture: Issues and Interactions”. In *ethics and critical thinking journal*, Vol. 2011, Issue 3.

- iv. Ojeifo S.A. and Aigbepue S. (2012), Revitalizing Communal Role and Participation in Managing the Environment for Sustainable National Development. *Journal of Environmental Science, Toxicology and Food Technology*, Volume 1, Issue 3, Australia.
- v. Ojeifo M.O. and Ojeifo S.A. (2012), The Role of Public Infrastructure in Poverty Reduction in the Rural Areas of Edo State, Nigeria. *Journal of Research on Humanities and Social Sciences*. Vol. 2, No. 7, London, United Kingdom.
- vi. Ojeifo S.A. (2013), Entrepreneurship Education in Nigeria. A Panacea for Youth Unemployment. *Journal of Education and Practice*, Vol. 4, No. 6, London, United Kingdom.
- vii. Ekpudu, J.E. and Ojeifo, S.A. (2014), Financial Incentives and Rewards on Employee Motivation in the Nigerian Electricity Distribution Company. *European Journal of Business and Management*, Vol. 6, No. 2, London, United Kingdom.
- viii. Ojeifo S. Aidelunuoghene (2014), The Paradox of Poverty in Nigeria: What an Irony? *Journal of Finance and Accounting*, Vol. 5, No. 4, London, United Kingdom.
- ix. Ojeifo S. Aidelunuoghene (2014), ASUU Industrial Actions: Between ASUU and Government is it an issue of Rightness? *Journal of Education and Practice*, Vol. 5, No. 6, London, United Kingdom.
- x. Aigbepue S. and Ojeifo, S.A. (2014), Transparency and Accountability in the Nigerian Pension Funds Management. *International Journal of Business and Management Invention*, Volume 3, Issue 6, 2014, Indonesia.

(C) BOOK CHAPTERS

- i. Bello-Imam I.B., Oshionebo B.O. and Ojeifo S.A. (2007). “Fundamentals of Human Resources Management. “Introduction and Synopsis of Chapters”. In Bello-Imam, Oshionebo B.O. and Ojeifo S.A. (eds), *Fundamentals of Human Resource Management in Nigeria*, College Press and Publishers limited, Jericho, Ibadan.
- ii. Ojeifo S.A. and Azelama J.U. (2007). “Personnel Management Function in a Complex Organization”. In Bello-Imam I.B., Oshionebo B.O. and Ojeifo, S.A. (eds), *Fundamentals of Human Resource Management in Nigeria*, College Press and Publishers limited, Jericho, Ibadan.

- iii. Azelema J.U. and Ojeifo S.A. (2007). “Human Resource Planning in Nigeria” In I.B. Bello-Imam, Oshionebo B.O. and Ojeifo S.A. (eds). *Fundamentals of Human Resource Management in Nigeria*, College Press and Publishers Limited, Jericho GRA, Ibadan.
- iv. Ojeifo S.A. (2008). “Socio-Economic Leadership Problems in Nigeria: Influence and the Prospects for Human Development”. In Vincent Osa Aghayere, Friday Ebose Iyoha, Sunday Agbaghowa Idahosa, Wilson E. Herbert, Akongbowa Bramwell Amadasun and Robert U.P. Idemudia (eds) *Nigeria Political Economy & Sustainable Development*, Centre for Development Integration in Africa and Faculty of Social and Management Sciences BIU, Benin City
- v. Ojeifo S.A. (2009). “Guarantying Food Security in Nigeria via Sound Agricultural Policy” in I.B. Bello-Imam and Abubakra Deremi Razaq (eds): *Yar’Adua’s Seven Point Agenda, An Assessment*. College Press; Jericho, Ibadan.
- vi. Ojeifo S.A. and Omoakhalen, J.A. (2010). *Labour Unions in Nigeria since Independence in 50 years of the Nigeria Project: Challenges and Prospects* by I.B. Bello-Imam, College Press and Publisher Limited, Jericho, Ibadan.
- vii. Omoankhanlen, J.A. and Ojeifo S.A. (2010). *Privatization of Public Enterprises. An assessment in 50 years of the Nigerian Project Challenges and Prospects* by I.B. Bello-Imamm, College Press, Jericho, Ibadan.
- viii. Ojeifo, S. Aidelunoghene (2013), *How the War Against Corruption can Transform Nigeria in President Jonathan’s Transformation Agenda: An Assessment* Edited by Bello-Imam, I.B. Press, Jericho, Ibadan.

(D) BOOKS

- i. Ojeifo S. Aide (2005). *Essentials of Sales Management in Nigeria*, EMMASCO PRINTERS, EKPOMA.
- ii. Bello-Iman, I.B., Oshionebo B.O. and Ojeifo S.A. (2007). *Fundamentals of Human Resources Management in Nigeria*, College Press and Publishers Limited, Jericho, Ibadan.
- iii. Omoankhalen, J.A., Osagie N.G. and Ojeifo, S.A. (2009). *Elements of Management*. Salami Printers, Benin City.

- iv. Ojeifo S.A (2010). Public Sector Accounting and Finance. Ambrose Alli University Press, Ekpoma.
- v. Ojeifo S.A. (2010). A Handbook on Entrepreneurial Development in Nigeria, Emmasco Printers, Ekpoma.
- vi. Ojeifo S.A. (2010) Corporate Finance. Harry Prints; Benin City
- vii. Akhator, P.O., Aigbokhaevbolo O.M. and Ojeifo S.A. (2011). Statistics for Management: Theory and Application, Ava Graphics, Benin City.
- viii. Ojeifo Sunday (2014). Military Intervention in Niger Delta Conflicts. Lambert Academic Publishing. (A Book Published from my *Ph.D Thesis*)
- ix. Ojeifo Aide Sunday (2015). You Can Be Free From Financial Worries. Don Nitas Global, Benin City
- x. Ojeifo S.A. and Ayoson M.E (2015). Anger: A Dangerous Weapon of Human Destruction. Ambrose Alli University Press, Ekpoma.
- xi. Ojeifo Aidelunuoghene Sunday (2016). Disarming The Power of Darkness Through Praise and Worship. Ambrose Alli University press, Ekpoma.
- xii. Ojeifo S.A. (2016). Public Enterprises Management in Nigeria. Ambrose Alli University Press, Ekpoma.

20. INTERNATIONAL CONFERENCES ATTENDED:

- i. International Technology, Education and Development Conference: Valencia (Spain), 8th – 10th March 2010.
- ii. International Public Sector Accounting Standard (IPSAS) and Public Sector Administration, Accra, Ghana, 22nd – 26th June, 2015

21. RESEARCH WORK

- (i) Ojeifo S.A. (1985) Central Purchasing System for Bendel State University (BENSU). Individual Development Project (IDP) Submitted to the Administrative Staff College of Nigeria, ASCON, Badagry, Lagos.
- (ii) Ojeifo S.A. (1996) “The Role of the Auditor in a University System”. An M.Sc. Dissertation submitted to the Edo State University, Ekpoma
- (iii) Ojeifo S.A. (2000), “The Effect of Company Tax Policy on the Development of Corporate Business in Nigeria” (2000), An MBA Thesis submitted to Ambrose Alli University, Ekpoma.

- (iv) Ojeifo, S.A. (2008), “An Appraisal of the Role of Military Intervention in Managing Conflicts in The Niger Delta Region of Nigeria” a Ph.D Dissertation Submitted to Ambrose Alli University, Ekpoma.

22. OTHER COURSES/CONFERENCES/SEMINARS/WORKSHOPS ATTENDED:

- (i) March 2007: Conference on Opportunities Challenges and strategies for Small and Medium Enterprises Promotion and Development at the Frameworks, organized by Edo State office of the Special Adviser on SME’s NEPAD in collaboration with Legema Consult Services, Benin City, 8th – 9th March 2007.
- (ii) September 2006: Mandatory Continuity Professional Development (MCPD) Programme on Appraisal of Statutory and Regulatory framework of Financial Reporting, Ada, Osun State, 1st – 3rd September 2006.
- (iii) November 2005: Conference on Transparency as a Tool for Foreign Direct Investment: The Association of National Accountants of Nigeria, 2005, Annual National Conference, Abuja 21st – 23rd November, 2005.
- (iv) November 2005: Nigerian Institute of Management International Management Conference Abuja; Theme – “Working the Works” 7th – 8th November, 2005.
- (v) February 2004: The Fifth National Training Programme for Senior University Managers “Budgetary Reforms and Fund Raising in University Management” National Universities Commission, Abuja, 23rd – 27th February 2004
- (vi) December 2003: Nigeria Institute of Management (NIM) Mandatory continuing Professional Education Programme Covering;
- Productivity Measurement and Analysis
 - Manpower Development Strategies for Exceptional Organizational Performance
 - Motivating People – Critical Success Factors
 - Transactional Analysis for Productivity Improvement held between 2nd and 3rd December 2003 at the National Merit House, Abuja
- (vii) June 2003: International Conference on “Rethinking Governance and Development in the 21st Century” organized by the Institute for Governance and

- Development, Ambrose Alli Univeristy, Ekpoma, held between 25th to 27th June, 2003 at the Oba Akenzua II Cultural Centre, Airport Road, Benin City.
- (viii) February 2003: National Seminar on the Niger-Delta on “Women, Youth Restiveness and Development in the Niger-Delta”, organized by the Institute for Governance and Development, Ambrose Alli Univeristy, Ekpoma, held between 26th and 27th February, 2003 at the New Lecture Theatre, AAU, Ekpoma.
 - (ix) February 2003: Institute of Cost Management Workshop in “Multi-Discipline Cost Management Practice – A Strategic Advantage” held on 22nd February 2003 as the Presidential Hotel, Port Harcourt
 - (x) December 2002: The Fourth National Training Programme for Senior University Managers on “Innovative Approaches to University Education Delivery in Nigeria” organized by the Nigeria Universities Commission (NUC) held between 9th and 13th December, 2002 at the Nigerian Universities Commission Conference Centre, Abuja.
 - (xi) October 2002: National Conference on Taxation, Natural Resources, The Environment and Economic Development. Organized by the Department of Economics, Ambrose Alli University, Ekpoma, between 30th and 31st October, 2002 at the New Lecture Theatre, Ambrose Alli University, Ekpoma.
 - (xii) October 2002: Workshop on Financial Management in Higher Institutions. Organized by the Nigerian Institute of Management, (NIM), between 9th and 10th October 2002 at the Chelsea Hotel, Abuja;
 - (xiii) February 2002: Education Tax Fund (ETF) Zonal Projects Workshop with Beneficiaries for the Federal and State Universities (South-South Zone) organized by the ETF and held at the Federal College of Education (Technical), Asaba on 12th February, 2002.
 - (xiv) October 2001: Sixth Annual National Conference of the Association of National Accountants of Nigeria “Corporate Governance and Market Driven Economy in Democratic Nigeria: The Challenge for the Accounting Profession”, 24th – 27th October 2001 at the National Centre for Women Development, Abuja.
 - (xv) October 2001: Annual Workshop on Accountability and Transparency in the Public and Private Sectors: Implications of the Anti-Corruption Act 200 and Code

of Conduct Bureau and Tribunal Act, organized by the Office of the Auditor-General for Federation, Abuja, in conjunction with Alpha Partners Chartered Accountants, Lagos, held at the National Merit House, Abuja between 3rd and 5th October 2001.

- (xvi) July 2001: Annual Advanced Modern Management Techniques for Local Government and Public Sector Executives, organized by the Economic Institute, Abuja in collaboration with the Department of the States and Local Government Affairs, The Presidency, held at the NUC Secretariat, Abuja, 16th July 2002.
- (xvii) November 1999: National Training Workshop for Senior University Managers on “The University as a Complex and Changing Organization” organized by the Nigerian Universities Commission, (NUC), held between 8th and 20th November 1999 at Nike Lake Resort Hotel, Enugu;
- (xviii) August 1997: Conference of the Committee of Bursars of Nigerian University (COBNU) on The Place of Ethics, Morals and Law in the Performance of the duty of the Bursar held between 14th and 15th August 1997 at the University of Agriculture, Abeokuta;
- (xix) October 1996: Conference on Enigma of the Nigerian Professionals: The Association of National Accountants of Nigeria, 1996, Annual National Conference, Jos, 23rd – 26th October 1996;
- (xx) October 1995: Conference on the Quest for Proper Accountability in the Nigerian Universities and its Implications for Independence and Security of Internal Auditor. Organized by the Committee of Heads of Internal Audit Department/Units in Nigerian Universities (CHIADINU), Ekpoma, 25th – 27th October 1995;
- (xxi) November 1994: Conference on Effective Management Approaches: The Nigerian Experience. Nigerian Institute of Management (NIM) 32nd Annual National Management Conference (Port-Harcourt), 2nd and 3rd November 1994
- (xxii) November 1993: Conference on Indigenizing Management Concepts and Practice, Nigerian Institute of Management (NIM), 31st Annual National Management Conference, Jos, 10th – 11th November, 1993;

- (xxiii) January 1993: Course on The Challenges of the Internal Audit Function in Nigeria Economy Occasioned by the Structural Adjustment Programme. ASIAN (Port-Harcourt), 25th – 29th January 1993;
- (xxiv) November 1990: Course on Advanced Management and Information Control Course. Organized by the Nigerian Institute of Management (NIM), Lagos, from 15th – 16th November 1990.
- (xxv) October 1989: Course on Managing Accounting Department. Organized by the Nigerian Institute of Management (NIM), Lagos, From 15th – 16th November 1990;
- (xxvi) August 1988: Workshop on Resources Management in the University:
 - (a) Managing Change in University Administration;
 - (b) Personnel Administration in University setting;
 - (c) Emerging problems in students administration – organized by Bendel State University, Ekpoma from 8th – 13th August, 1988;
- (xxvii) May 1985: Course on Financial Management. Organized by the Administrative Staff College of Nigeria (ASCON), Topo, Badagry from 13th May – June, 1985;
- (xxviii) January 1984: Workshop on Management by Objectives. Organized at Ekpoma by Praskills Consultants from 24th – 27th January, 1984;
- (xxix) October 1982: Workshop on the Challenge of University Administration. Organized by Bendel State University, Ekpoma, October 24 – November 3, 1982;

23. AWARDS/COMMENDATIONS:

- (i) Award of Honour (2009) by Otuo Christian Fellowship as a “Thank you” for keeping the Faith (Jude 3)
- (ii) Merit Award, (2006) by the Association of National Accountants of Nigeria, Edo State Branch, in recognition of my outstanding career in my chosen profession.
- (iii) Letter of appreciation by the Governing Council, Ambrose Alli University, Ekpoma during the 124th meeting of Thursday 13th May 2004.
- (iv) Acconiteship Merit Award (2003) in recognition of my contribution towards the eradication of cultism and social vices in the University by Anti-Cult Crusade Organization of Nigeria (ACCON)

- (v) Award of Excellence (2002) by Christian Fellowship International, AAU Chapter as the Staff on the year.
- (vi) Letter of Commendation by the Governing Council, Ambrose Alli University, Ekpoma during the 113th meeting of Thursday 21st November 2002.
- (vii) Certificate of Honour; Irrua Traditional Council 23rd June, 2001

24. EXTRA-CURRICULAR ACTIVITIES

- (i) Pastoral Ministry;
- (ii) Special Marshal; Federal Road Safety Commission, Ekpoma Unit, (up to date.)
- (iii) Chairmen Nigeria Institute of Management, Ekpoma Branch (2004 to 2007)
- (iv) Gardening
- (v) Singing
- (vi) Travelling

25. REFEREES:

1. Prof. J.E.A. Osemeikhain
Professor Emeritus,
Department of Physics,
Ambrose Alli University
P.M.B. 14, Ekpoma,
Edo State
2. Prof. Sam Uniamikogbo
Department of Economics
Ambrose Alli University
P.M.B. 14, Ekpoma,
Edo State
3. Prof. V.O. Aghayere,
Department of Public Administration
Ambrose Alli University
P.M.B. 14, Ekpoma,
Edo State

REV. S.A. OJEIFO, Ph.D ,fcna, fcti, mnim

DATE

ABSTRACTS OF ALL PUBLICATIONS

JOURNAL ARTICLES: LOCAL

1. Ojeifo S.A (2005). “The Role of Budgeting in University Administration in Nigeria”.
Journal of the Nigeria Academic Forum Vol 9 No. 3 Akwa, Nigeria.

Abstract:

Every organization has its own objectives or goals. Which determine the process and outcome of its budget. In a business enterprise, for example, the objective might be to increase by a certain percentage the return on investment or to be the leader in the business cycle. The budget of the organization will therefore be geared towards achieving the goal of the tools for effective financial management in the University system. The budget provides mechanism for ensuring that adequate controls are maintained over expenditure and revenue. It also serves as a legal authority to collect revenue as well as incur expenditure. The budget establishes the financial position of a university. It is an action plan for the immediate future representing the operational and technical end of the planning chain. Budgeting is an important vehicle for effective mobilization, allocation and management of resources.

2. Ojeifo S.A (2005). “Fraud Control Strategies in The Public and Private Sectors and it implications for Corporate Governance” in Multidisciplinary Journal of research Development; Vol 6 No-2. Makurdi, Nigeria.

Abstract:

Fraud can be described as a conscious premeditated action of a person(s) with the intention of altering the truth for selfish monetary or non-monetary gains. Fraud includes embezzlement,, theft or any attempt to steal or unlawfully obtain the assets of an organization. Fraud has eaten deep into the fabrics of the Nigeria Society. Everybody is talking about fraud as if the fraudsters are from the moon. There is a saying that the old woman should stop telling stories of the goat ate the yam when everybody went to the farm. But, she should stop the goat from eating further yam. Strong financial pressure motivates people to commit fraud once the opportunity avails itself. Thereafter they try to find justification for the fraud, forgetting that the ‘food gained by fraud tastes sweet to a man, but he ends up with a month full of gravel’ Prov. 20:17 (NIV)

3. Oviasuyi P.O. and Ojeifo S.A. (2005) “Public budget as an instrument of state intervention in the Economy” in Multidisciplinary Journal of Research Development; Vol. 6 No- 3, Makurdi.

Abstract:

The budget has been one of the instruments used by political leaders and the bureaucrats to proffer solutions to the excruciating situation of the less privileged in the society. It is also supposed to be an instrument for planning that can be used to translate presently scarce fiscal and human resources in the public sector into government goals and programmes. Therefore, this paper discusses the concept of public budget, trends in the budgetary process, budget and the economy. The concepts-fiscal and monetary policies are also discussed and compared as instruments of state intervention in the economy.

4. Akongbowa, A.B. and Ojeifo S.A. (2006). “Managing Distance Education and open Learning for Economic Reliance in the 21th Century “ Journal of Academics, Volume 1, No 1, Ekpoma.

Abstract:

This paper is expository in nature, and its focus is on the epileptic existence of “Nigeria’s open learning and distance education system in a cycle of education crisis for economic reliance”. It examined the question of the effectiveness of open learning and distance education as a vehicle for rapid and optimal literacy, human resources supply and development in the Nigerian State. The paper is an overview of the Nigeria Open Learning and Distance Education vis-à-vis the Nigerian Education System. It x-rayed the will of the paper along a broad spectrum of problems that have inhibited the optimal performance of the Nigerian Open Learning and Distance Education System; and in addition prescribing a wide range of solutions and methodological approaches for implementing the solution – zeroing in on the legal and regulatory framework for the Open Learning and Distance Education, infrastructural/Architectural requirements, funding sources and mode of service delivery and ethics and standards (entry requirements inclusive) and evaluation and accountability. In addition, it mirrored key ethnic and political issues that must be taken into consideration in a religious and ethnic sensitive nation such as Nigeria.

5. Ojeifo S.A (2007). “Motivation and Organisation Performance”. Journal of Business Studies and Technology Development; Volume 3, No 2, Akoka, Lagos, Nigeria.

Abstract:

Research especially in social sciences has proved that all human beings have needs, which they expect to satisfy either on or off the job. It has also been revealed that employees generally bring with them many motives, need expectations and aspirations to the workplace. All these factors combine to influence workers job performance. There is a dynamic and complex relationship between motivation and performance. In fact, it is generally accepted that when employees are sufficiently motivated, they tend to put in more efforts in their jobs to increase output or performance. Although more efforts, per se, may not lead to greater performance. There is on the other hand, where motivation is inadequate, workers tend to reduce work efforts greatly. This may lead to very low level of performance. The concept of motivation is of crucial importance and interest to managers, administrators, academicians, commentators and employers of labour because effective performance by employees is very crucial for the success of any organization. Thus, in a developing country like Nigeria, motivation should be given very serious attention by government in view of the fact that it is public sector that is expected to play the leading role in bringing about the rapid social, economic and political development of the society.

6. Ojeifo S.A and Akongbowa A.B. (2007) Auditing and Expectation of Financial Statements in Journal of Management and Enterprise Development, Volume 4 No 2, Akwa, Nigeria.

Abstract:

The focus of the work is on the role of auditing and the expectations of users of financial statements. The paper ex-rayed the historical origins of financial statements and the actual and potential users of such statements. It also defined problems, which has always existed when managers report to owners and the object which audit report are expected to present. It examined the expectation gaps and its various compositions and how this can be done with a view to protecting user's interest. Conclusively, it offered some advice in the direction of auditors care of public interest.

7. Ojeifo S.A. and Ewanlen D.O. (2007) "Privatization and Outsourcing of State Enterprises: The Nigeria Experience" Journal of Academics Volume 2, No 3, Ekpoma.

Abstract:

Nigeria in 1986 embraced the Structural Adjustment Programme of which Privatization and Commercialization of those enterprises was one of the packages. Privatization

hinged principally on excessive government influence in their operations, lack of transparency and accountability, poor management control, global economic recession and ideological pressure. The resultant benefit derivable from the privatization exercise has been marked improvement in the management of the companies and efficient service delivery. The ownership spectrum of these companies has been diffused. From the investment process, there have been savings in the huge budgetary allocation to the

Enterprises as well as huge return from these sales. It is however yet to be seen how the proceeds from the privatization programme will be utilized.

8. Ojeifo S.A. and Ewanlen D.O. (2008). "An Appraisal of organization Culture" Journal of Business Studies and Technology Development, Volume 4, No 2, Alagado, Lagos.

Abstract

Organization culture encapsulates the experiences, beliefs and values commonly shared or displayed in the organization. This implies that organizational culture is the unique collection of values and norms that are shared by people and groups in an organization and that control the way they interact with each other and with stakeholders outside the organization. The culture of an organization is an amalgamation of the value and beliefs of the people in an organization. It can be felt in the implicit rules and expectations of behaviors in an organization where, even though the rules were not formally written down, employees know what is expected of them. It is usually set by management whose decision on policy, set up the culture of the organization. It may be rightly said that organizational culture usually has values and beliefs that supports the organizational goal. The paper concluded that organizational culture is the key to excellence and it is basically the responsibilities and function of management for its creation and maintenance.

9. Akhator A.P. and Ojeifo S.A. (2008) "Employment Creation Ability of Small and Medium Scale Enterprises under the National Economic Empowerment and Development Strategy (NEEDS): Country Experience" Journal of Environmental Planning and Management, Volume 1, Ambrose Alli University, Ekpoma.

Abstract:

The dynamic role of small and medium scale enterprises (SMEs) as engine of growth in developing countries has long been recognized. Its accelerative effect in achieving macro-economic objective such as full employment, income distribution, development of local technology as well as diffusion of management skills and stimulation of indigenous entrepreneurship have been documented in financial and economic literature (Sule, 1986). It is estimated that SMUs employ 22.0 percent of the adult population in developing countries (Daniels, 1994).

In Nigeria, the small and medium enterprises sub-sector has been expanding, especially since the mid-1980s following the introduction of Structural Adjustment Programme (SAP) which forced many large enterprises to lay-off large proportion of their work force. The sector now accounts for about 70.0 percent of industrial employment in Nigeria (World Banks, 1995).

Structural Adjustment Programme (SAP) was a foreign and endorsed economic reform package, which suffered from low degree of ownership and participation and hence widespread public resistance. Under SAP, the economy continued to tether on the brink of collapse with volatility inadequacy, spatial and sectoral unevenness, widespread corruption, inefficiency in the public sector, and low degree of private participation in economic activities. With these features the hope and aspiration of meeting the international agreed Millennium Development Goals (MDG) of reducing, poverty by half by 2015 continued to diminish.

Borrowing from this experience, the Obasanjo-led administration decided to adopt a wholly homegrown programme that will recognize the socio-economic peculiarities and cultural specificities of Nigeria. This ipso facto, led to the emergence of the Nation Economic Empowerment and Development Strategy (NEEDS).

10. Ewalen D.O. Osagie G.N. and Ojeifo S.A.(2009). “Cross Cultural Aspects of Management: Achieving Unity in Diversity” in Springboard Journal, AI-Hikmah University Ilorin, Volume I, No 1.

Abstract

Management scholars often contemplate why it is increasingly obvious that the expectations of organizations created and managed along western management models have not achieved the desired results when applied across borders. It is a truism that culture affects management hence the need for cross cultural management studies. This paper examines cross cultural expects of management in different cultures including African culture. We have come to accept that there is need to adequately manage cultural diversity of workforce. Management best practices models in order to achieve desirable result.

11. Ojeifo S.A. (2011). ‘Niger Delta Crisis and Security Implication for the Nation State’. AAU Journal of Management Sciences, Vol 2, No 1, Ekpoma. Nigeria

Abstract

This paper seeks to examine the Niger Delta crisis and security implication for the Nigeria state. It’s focus on the Niger Delta is because of the festering crisis in the region which is of critical importance to Nigeria. The Niger Delta is the nation’s treasure base; the Niger Delta provides over 80 percent of government revenue, 95 percent of export receipts, and 90

percent of foreign exchange earnings. The ruthless exploitation causing so great harm to human life and degradation to the land and the environment pose major threats to human security not only in that region but also to the Nigerian state. It is the argument of this paper that beyond the threats to human security in that region, the lingering crisis in the country's oil producing areas is a threat to the security of Nigeria state. The paper suggests that to resolve the crisis government policy on petroleum should be more inclusive. Peculiar problems and needs of the oil- producing areas should be taken into consideration. The government should come clean on the matter of resolving the almost intractable crisis in the Nigeria Delta and stop engaging in convenient inconsistencies on the Nigeria Delta. The government should tackle the fundamental issue of basic necessities – provision of good motorable roads, pipe borne water, electricity, good hospitals, good and functional schools – for the area.

12. Ojeifo S.A. and Ewanlen D.O. (2011) “Stress and its Management in Organizations” Journal of academics, Volume 6, 2011, Ekpoma, Nigeria.

Abstract

This paper examines the concept, causes, cost, consequences and management of stress in organizations. Stress in its ordinary meaning refers to a state of emotional and physiological arousal that people experience in situations that they perceive as threatening their well being. The causes of job stress could also be two- fold: it models of stress and its analysis are evident in literature. Several techniques are available for the management of stress. It is quite revealing that women tend to face and manage stress better. In order to attain optimal benefit of productivity and efficiency from its employees, organizations, need to embrace and adapt any or combination of the various strategies of stress management.

13. Ojeifo, S.A. (2013). The Criminal Enterprise of Kidnapping in Nigeria. Ambrose Alli University Postgraduate Journal, Vol. 1, No. 1, Ekpoma, Nigeria

Abstract

The goal of this study is to explore kidnapping as a social problem in Nigeria and critically analyze the root implications to the country's economy and possibly proffer solutions to what looks like bush fire engulfing the whole country. The paper uses documented reports from newspapers, internet and other electronic media as well as the general accounts of kidnapping incidences by witnesses. The paper is divided into seven sections. Immediately following the introduction is the literature review, next is the general background to kidnapping in Nigeria. The third section attempts to explore the various forms and motivation for kidnapping in the country. The fourth section looks at the general implications of kidnapping to the Nigerian economy. The next section is on remedies and suggested solutions, the last section is on surviving kidnapping in case it happened and a conclusion is drawn. The study revealed that kidnapping has a very terrible effect on the economy as potential investors are scared away.

The volume of investments and capital flow has reduced significantly. The government should therefore square up to situation to quickly eradicate this scourge so that the economy will not collapse.

14. Ojeifo, S.A. (2013). Corporate Social Responsibility and Sustainability Development in Nigeria. A Bi-Monthly Journal of Association of National Accountants of Nigeria, Vol. 21, No. 5, Yaba, Lagos.

Abstract

The study examines Corporate Social Responsibility (CSR) in Nigeria in the light of sustainable development. Corporate Social Responsibility (CSR), the set of standards to which a company subscribes in order to make its impact on society, has the potential for sustainable development and poverty reduction in Nigerian. Within the concept of (CSR), companies consider the interest of society by taking responsibility for the impact of their activities. The major objective of this study is to find out the common ways corporate social responsibility is implemented by organizations in Nigeria. The researcher will also want to determine how involved the companies are in charitable contribution and community education. The study will look at existing regulations in the country and how it allows for the practice of CSR among its companies. The findings reveal that multinational corporations are playing their corporate social responsibility roles in the society. It is only expected that the indigenous companies will follow suit.

15. Ojeifo, Aldelunughene Sunday (2014), Understanding Public Sector Budgeting. A BI-Monthly Journal of Association of National Accountants of Nigeria, Vol. 22, No. 5, Yaba Lagos.

Abstract

The public budget is the government's most important economic policy tool. public budgets translates government policies, political commitments and goals into decisions on how much revenue to raise, how to plan to raise it, and how to use these funds to meet the country's competing needs e.g. for security, health care alleviating poverty etc. a budget system that functions well is crucial to developing sustainable fiscal policies and economic growth. A weak budget system or faulty budget choice can exacerbate a country's economic problems. Therefore, given its wide ranging implications for a country's people, the budget should be the subject of significant scrutiny and healthy debate. The government should ensure that the budget directly or indirectly affects the lives of every one of her citizens. However, lack of political will can among others

results in weak expenditure and program execution. In such instances, civil society organizations can engage the government from stage to stage in the budget cycle. By so doing, they would be representing the concern of the marginalized people.

Key words: Public Budgeting, Budget Cycle, Budget Surplus, Budget Deficit, Public Sector, Cabinet.

16. Ojeifo, Aldelunughene Sunday (2015). The Challenges of Disaster and Emergency Management in Nigeria: The Case of Chibok School Girls International Journal of Governance and Development, Volume 4, No. 1, Ekpoma, Nigeria.

Abstract

For over a decade, the Islamist terrorist group called Boko Haram has caused terrible violence in the north-eastern part of Nigeria. Recently, it abducted more than 200 school girls in Chibok. The objective of this paper is to answer four fundamental questions about this extremist group: Who is Boko Haram? Why does the group rebel against Nigeria? How has the Nigerian state responded, to the emergency and disaster in which more than 200 school girls were abducted from their school in Chibok? Is there any assistance from other nations of the world to help Nigeria out of the grips of this cruel dilemma? Using the Islamization Agenda Theory and the Frustration-Aggression-Displacement-Theory, the paper reveals that the emergence of Boko Haram is not *sui generis* but rather a reflection of a long history of militant Islam in Northern Nigeria. To stem the group atrocities there is urgent need for Nigerian government, amongst other things, to employ newer tactics and collaborate with other nations.

17. Ojeifo, Aldelunughene Sunday and Yerumoh (2015). The Effect of Drug Abuse in the Nigeria Society Ekpoma Journal of Social Sciences; Vol. 5. No. 2. Ekpoma , Nigeria.

Abstract

Drug abuse is increasingly becoming problematic in Nigeria. Recent studies suggest that most Nigerian Youths experiment with drugs at some point in their life. Such drugs include alcohol, nicotine and marijuana etc. The concern here is the number of those youths that will form an addiction to serious substances. Thus jeopardizing their health and causing problems to their family and the society at large. This is evidenced by the increased number of insane people on the streets of the major towns in this country. This study confirms that drug abuse is today a major concern and has a negative effect on society at large. The study recommends that government and its agencies should carry out an aggressive extinction of all the sources of these hard drugs including the farms, factories, stores. The paper also recommends that this action should be a joint action among all the enforcement agencies of government.

18. Ojeifo, Aldelunughene Sunday (2015) Democracy and Human Rights in Nigeria. International Journal of governance and Development. Volume 4, No. 2, Ekpoma, Nigeroia.

Abstract

The objectives of this paper is to find out how the Universal Declaration of human Right (UDHR) unanimously adopted and proclaim by the United Nation (UN) through the General Assembly Resolution 217 A (III) on the 10th of December, 1948 as influence human right observance in Nigeria. This is because since its declaration Nigeria entrenched the catalog of rights in her constitution. Secondary data generated through document reading, were use for the analysis. The findings in the papers reveal that democracy and human right are elaborately provided for in the Nigeria constitution. The study however reveals that in Nigeria there is still in- human treatment, people are still been subjected to physical and mental torture. Cases of accidental discharges, detention without trial, kidnapping and police brutality are common occurrences. It is against this background that the paper examines the challenges of human right abuses in Nigeria. The paper therefore recommend equitable distribution of resources, provision of qualitative education, economic restructuring, freedom of the press and political reforms as being fundamental for the enthronement of functional democracy and to help curtail the excesses of human right abuses and promote good governance in Nigeria.

JOURNAL ARTICLES: FOREIGN:

1. Ivongbe, M. Ojeifo, S, Akhator P, Omorogbe H.(2010). ICT and Education in Africa: A Paradigm shift in Teacher Development in Gambia, published by International Association of Technology Education and Development (IATED) Valencia, Spain, pp 04384-04392-www.iated.org, cited2020.org.

Abstract

The Gambia was a recipient of the world Bank's world links for Development (WorLD) pilot program (1997-2001) which is part of the bank's educational projects in developing countries which focus on the promotion of new and better ways of achieving effective learning through the use of technology. This study investigated whether concerns of the WorLD Programme teachers in the Gambia, regarding the non effective utilization of ICT in education in achieving professional teacher development, prevailed in WorLD schools throughout Africa. The frame work was to conduct a focus study interviewed with project teachers, administer questionnaires to determine teachers' concerns regarding the WorLD Programme and other factors contributing to the success or failure of the Programme in their schools. An evaluative research method was used to investigate benchmarks developed as possible indicators to achieve project objectives. The study found out that despite the key role of ICT in improving the quality and delivery of education globally, imperatives to achieving educational outcomes, such as access to computers and internet networking, training of educators and supportive working environment were still unavailable to education role players in the Gambia. The study revealed that though educators in WorLD schools have been equipped with new skills and modern insights into education. However, the project failed to achieve a great proportion of its outcomes and impact. It was strongly recommended that the issues that have impeded achieving the objectives of the WorLD project be addressed through a national ICT education policy to achieve future outcomes and impact.

2. Amadasun, A. B. And Ojeifo, S. A. (2011) 'Foreign Direct Investment and Sustainable Development in Sub-Sahara Africa in the 21st Century' Challenges and Interventions in Journal of Insights to a Changing World, Volume 2011, Issues 2, USA.

Abstract

The focus of the paper is on the inflow of Foreign Direct Investments (FDI) and other related investments into Sub Sahara Africa (SSA); the factors that support or hinder the inflow of FDI; and the instruments and strategies to adopt to make it fundamental for achieving SSA drive to become a development capable region. The paper posits that currently there are six

major sources of FDI to the SSA (OECD, BRIC, US, EU, ASIA and others) it examined each of the source from the point of quantity inflow, intervention made, impact and challenges. In discussing the issue under investigation it to some extent adopted the questioning approach as a way of eliciting further discourse. The paper also did a comparative discourse of the four major actors of FDI in the SSA. Eventually the paper did an overview of FDI to the SSA. It also examined the both the positive effects and potential drawback of FDI for development to host economies (economic and non economic). The paper also examined key problematic partner of FDI in Africa as well as way in which African countries (particularly the SSA countries) can explicit motivations for FDI and maximize positive externalities and minimize negative spillovers. Finally the paper made some policy prescription and conclusion.

3. Ojeifo S. A. and Urhoghide P. I. (2011) ‘‘Rethinking Nigeria Infrastructure Architecture: Issues and Interactions’’ In ethics and critical thinking journal, Vol. 2011 Issue 3, Texas, USA.

Abstract

The focus of the paper is on the impact of infrastructure on Nigeria’s growth and development process. The paper posits that the decay and uncoordinated development of both social and physical infrastructures did not suggest any positive impact in the growth and development of Nigeria. The paper states that the decaying under developed infrastructures (nationwide), policy inconsistency, lack of infrastructures maintenance culture and underfunding among others are some of the constraining factors for infrastructures development *vis-à-vis* the development of the Nigerian economy and Nigeria’s delivery to its citizens and global competition. In the recognition of the key role infrastructures play in economic development and growth, the paper discussed the state of key physical and social infrastructures in Nigeria. Finally it recommended a comprehensive approach to infrastructures surveillance and development. Specifically, the installation and sustenance of infrastructures distress identification and resolution initiatives, and some other steps to ensure the development of the sector in order to enhanced Nigeria’s economic growth and development.

4. Ojeifo, S. A. and Aigbepue, S, (2012), Revitalizing Communal Role and Participation in Managing the Environment for Sustainable National Development Journal of Environmental Science, Toxicology and Food Technology, Volume 1. Issue 3, Australia.

Abstract

This paper explores the idea of revitalizing communal role and participation in managing the environment for sustainable national development and what this type of development can do to improve the quality of life within communities. The paper examines what sustainable development entails and provides examples of the threats to quality of life that traditional approaches to development can generate. In doing this, the paper examines the environmental

management problems with its attendant implication for human health. The problems facing the urban and rural environment in Nigeria are complex that they have exceeded the capacity of government to handle alone. A critical look at the environment reveals the existence of slums/ghettos, unplanned and neglected environment which has resulted in the spread of diseases, social disorder, poor human development and low productivity. Community approach to managing the environment is considered pertinent because it is now widely realized that cooperation of all actors: the private sector, NGOs, communities and government is required to build the neglected and dilapidated environment. Sustainable development is vital to the health of communities and especially important to rural communities now under pressure from high energy and infrastructure costs. The study is based on secondary source of data. It recommended among others the adoption of community-based approach for effective management of the environment because it engenders high level of citizens' response to their commonly perceived problem of environmental decay.

5. Ojeifo, M. O. and Ojeifo, S.A (2012), The Role of Public Infrastructure in Poverty Reduction in the Rural Areas of Edo State, Nigeria. *Journal of Research on Humanities and Social Sciences*. Vol. 2, No. 7, London, United Kingdom

Abstract

This study examines the role of infrastructure on poverty reduction in Owan West Local Government Area of Edo State Nigeria. The objectives identified the types, distribution and impacts of these facilities on the lives of the people. Data used were obtained from the field through questionnaire, oral interview and personal observation and also from secondary sources including published and unpublished materials. The study identified that few infrastructural facilities were located in the study area, which were however not equitably distributed. Even at this, the study showed that these facilities had impacts on the lives of the people of the study area. Impacts relating to poverty alleviation as observed were in the areas of access to medical care, mortality rate, employment and literacy. These impacts notwithstanding, it was observed that facility provision was confronted with numerous problems in the study area. These include inaccessibility, inadequacy, lack of maintenance of existing infrastructure and the attitude of government to rural facilities location.

6. Ojeifo, S.A. (2013), Entrepreneurship Education in Nigeria: A Panacea for Youth Unemployment. *Journal of Education and Practice*, Vol. 4, No. 6, London, United Kingdom

Abstract

This paper discusses the need for entrepreneurship education in Nigeria geared towards enhancing sustainable development in the country. Since entrepreneurship skills remain vital in the real sector and sustenance of economic development, it has become imperative for

government to pay attention to this sub-sector. The problems facing the country ranging from acute poverty, youth and graduate unemployment, dependence on foreign goods and technology; to youth restiveness and violence among others has prompted government's recognition of this fact that has led to the introduction of entrepreneurial studies in tertiary institutions. The concern is to encourage youths to engage in useful livelihood. This paper therefore argues that entrepreneurship education will equip the students with the necessary skills with which to be self-reliant. The objective and strategies for re-designing entrepreneurship education are also discussed. The paper recommends that educational programmes at all levels of education would be made relevant to provide the youths the needed entrepreneurial skills.

7. Ekpudu J.E and Ojeifo, S.A (2014). Financial incentives and Rewards on Employee Motivation in the Nigerian Electricity Distribution Company. *European Journal of Business and Management*. Vol. 6. No 2

Abstract

The study, financial incentives and rewards on employee motivation in the Nigerian electricity distribution company, used linkert scale form questionnaire to gather data from purposive selected employees of the company. On one hand, respondents were asked to rank six financial and non-financial incentives and rewards in order of importance. The result revealed that financial incentives and rewards were more important and motivating to the respondents, on the other hand, Chi-Square crosstabulation on the hypotheses revealed that financial incentives and rewards influence employee attitude, job satisfaction and productivity irrespective of gender and cadre in the organization. The study concludes that financial incentives and rewards motivate employee to have positive attitude at work, lead to job satisfaction, improve productivity, and recommends that employers should concentrate more on it to ensure employee positive attitude, job satisfaction, improved productivity and performance.

8. Ojeifo, S. Aidelunuoghene (2014), *The Paradow of Poverty in Nigeria: what an Irony?* *Journal of Finance and Accounting* Vol. 5, No. 4, London, United

Abstract

Poverty is an enemy to man. It not only humiliates, it dehumanizes its victims. The paper examines why the country, Nigeria is rich and the people are poor. In doing this, the paper examines poverty alleviation programmes hitherto embarked upon by the previous governments and came up with the conclusion that these policies failed in alleviating poverty in Nigeria. Rather than alleviate poverty in the country, money meant for these programmes went into the pockets of friends and cronies. The reason being that the poor people were

never involved in evolving these programmes. The programmes were designed from the top as a pill and swallowed by the poor at the bottom. The root cause of this is corruption. The paper therefore suggests that government should intensify efforts at curbing corruption. Additionally the poor who were never considered when alleviation programmes were being designed should not only be consulted, they should be recruited in executing these programmes.

9. Ojeifo, S, Aidelunuoghene (2014), ASUU Industrial Actions: Between ASUU and Government Is It an Issue of Rightness? Journal of Education and Practice, Vol. 5, No. 6, London United Kingdom.

Abstract

This study examines the history of prolonged industrial conflicts between the Academic Staff Union of University (ASUU) and the Federal Government of Nigeria (FGN). This study provides a historical and sociological account of the origins, development, primary causes and effects of industrial conflict in Nigerian universities. Data was sourced from both primary and secondary (documentary) sources. The study concludes that the ongoing ASUU strike is as a result of FGN's indecision on the issues at stake. There are several domestic issues at stake-low wages and conditions of services, poor funding, poor and dilapidating facilities. These issues should not be glossed at. The study further revealed that macroeconomic policies further contributed to the intensity of these disputes. The findings reveal that poor emoluments of academic staff coupled with deterioration in teaching and learning facilities contributed to the brain drain from Nigerian universities. The paper reveals that disputes between ASUU and FGN has been propelled by several factors- historical, economic and political as such may continue to be difficult to resolve.

10. Dr. Aigbpue, S., and Dr. Ojeifo, S. A. (2014)Transparency and Accountability in the Nigerian Pension Funds Management .International Journal Of Business And Management Invention .Volume 3—Issue 6

Abstract

The paper highlight the main problems that have bedeviled the former pension scheme; which include unfunded and inadequate budget allocation for pension, huge outstanding pensions liabilities estimated at over 1trn in the public sector, pension not based on defined benefits, the existence of multiple pensions scheme ant the fraudulent activities of government officials which resulted in the delay in payment, short payment or outright non-payment of pension and gratuities to retirees. These sad development coupled with the revolutionary changes in the management of pension scheme blowing across the globe necessitated Nigeria governments decision to introduce pension reforms which is backed by the Pension Reform Act,2004. The Act spelt out in fine details the modus-operand of the new pension scheme which is contributory in nature. The

paper also identified the roles and responsibility of all stakeholders in the new scheme and emphasized the need for ethic, transparency and accountability in the management of pension funds. It concludes by identifying the challenges of the new scheme and proffered suggestion that could improve the operation of the scheme bearing in mind the overriding issues of ethics, transparency and accountability.

BOOK CHAPTERS

- 1 Bello-Iman I. B., Oshionebo B. O. and Ojeifo S. A. (2007). “Fundamentals of Human Resources Management. “Introduction and Synopsis of Chapters”. In Bello-Iman I. B, Oshionebo B. O and Ojeifo S. A (eds). Fundamentals of Human Resources Management in Nigeria, College Press and Publishers limited, Jericho, Ibadan.

ABSTRACT;

This chapter especially highlighted the major postulate and findings of the various chapter contributions to the book. The respective chapters fully expatiate and complement the issue summarized in the synopsis

In simplistic terms all economic activities are ascribed, logically and, to a large extent correctly as arising from the interaction of land, capital and labour/human resources. However, there is an unresolved polemic as to which comes first or which of the three factors of production is most important. Nonetheless, the now rather highly muted communist doctrine attributed all wealth to labour/human resources. Indeed, land would never have been invented or accumulated, but by and for the utilization of human resources.

- 2 Ojeifo S. A and Azelama J. U (2007). “Personal Management Function in a Complex Organization”. In Bello-Iman I. B, Oshionebo B. O and Ojeifo S. A (eds). Fundamentals of Human Resources Management in Nigeria, College Press and Publishers limited, Jericho, Ibadan.

ABSTRACT;

Traditionally, the personnel management function in any organization is concerned with the recruitment; selection, placement, compensation and appraisal of the human capital. Operationally the component parts to the personnel management functions can be elaborately looked at: This therefore leads to attempting a definition of personnel management. This can be seen as the planning, organizing, directing, and controlling of the recruitment, selection, placement, compensation and appraisal of the human capital. By these operation verbs, effective managers often realize that a great portion of their time is devoted to planning for the recruitment, placement, etc of their organizations’ human resource.. This however entails the determination in advance of a personnel activity that is equipped to contribute to goals established by the organization. After the determination of the personnel needs of the organization, a vehicle must be constructed to carry out these established goals.

The personnel manager must therefore design a means of strengthening the structure of relationship amongst jobs, personnel and physical factors. Due to the increasing expertise demanded of this function, management now looks to the personnel manager for advice in the general administration of the enterprise. Without much ado, the first operative function of personnel function is procurement. This is concerned with obtaining of the proper kind and amount of persons necessary to achieve organizational goals.

This all encompassing function is concerned with such activities as recruitment, selection, placement and discharge. During such determination, the right kind and quality must be noted. It is necessary to remark, that, selection and placement activities cover such actions designed to screen and hire personnel and as well as reviewing application forms, conducting psychology tests, interviews and inducting new employees.

- 3 Azelama J. U and Ojeifo S. A (2007) “Human Resource Planning in Nigeria”. In I. B Bello-Iman, Oshionebo, B. O and Ojeifo S. A (eds). *Fundamentals of Human Resources Management in Nigeria*, College Press and Publishers limited, Jericho, GRA, Ibadan.

ABSTRACT;

Human resource planning is a part of managerial function. It takes place in organizations in public and private sectors. It is done in small and big organizations. In big organizations it is usually the personnel division that handles personnel planning relying basically on personnel information from unit managers. In many small organizations, particularly one-man business and sole proprietorship it is the director that handles personnel matters and therefore personnel business. Human resource planning is a subsystem of the general organizational strategic plan. There are interrelationship and interdependence between them as they are both geared towards efficient attainment of the organizational goals. This chapter concerns itself basically with the process of human resource planning.

The chapter has four major sections. The introduction is followed by definitions and characteristics of human resource planning. The third section focuses on the process of human resource planning while the next section is an overview of the problems of human resource planning in Nigeria. The final section concludes the discussion.

- 4 Ojeifo, S. A (2008) . “Socio-Economic Leadership Problems in Nigeria: Influence and the Prospects for Human Development”. In Vincent Osa Aghayere, Friday Ebose Iyoha, Sunday Aghaghowa Idahosa, Wilson E. Herbert, Akongbowa Bramwell Amadasun and Robert U. P Idemudia (eds) *Nigeria Political Economy and Sustainable Development*, Centre for Development Integration in Africa and Faculty of Social & Management Sciences, BIU, Benin City..

ABSTRACT:

Economic development which consequently leads to the improvement of the quality of life of the average citizen cannot be left to chance or luck. It is not going to be by magic either. It stems from a people willingness to grab hold of resources with which they are endowed. The people deliberately decide to work efficiently with these resources through qualitative leadership. Leadership with vision, leadership with courage, leadership with character, leadership with driven honesty, integrity, discipline, humility, reliability, perseverance and a strong work ethic.

In this wise, it is the manner and direction in which resources-human material, etc, are put to use that explains at the national level the degree of progressiveness of different countries and at the corporate level differing performance of different companies. This explains why Malaysia which at the time of Ghana's independence in 1957 was no better than Ghana has today become a major player in African and global economy while Ghana still wallows in a quality of life even worse than at the time of independence. This explains why one of two banks in the same high street separated by a few yards does far better than the other. The main factor underlying the difference is leadership.

Nigeria is potentially a rich country. Geographically: it is positioned between latitude 4°N and 14°N. Besides it is a country situated wholly in the tropics. The country is abundantly endowed with farmlands, mineral deposits like coal, tin, gold, bitumen, and bauxite. The country is the sixth largest exporter of crude oil in the Organization of Petroleum Exporting Countries (OPEC) and the 13th largest producer of crude oil in the world economy. This has placed the country in such advantage position that it can swag international public opinion one way or the other, in such a way that it is beneficial not only to her but the third world in general.

5. Ojeifo S. A (2009). "Guaranting Food Security in Nigeria via Sound Agricultural Policy" in I. B Bello-Iman and Abubakre Deremi Razaq (eds): Yar' Adua' Seven Point Agenda, An Assessment. College Press, Jericho, Ibadan.

ABSTRACT;

In this chapter, it is agreed that sustainable agricultural development is propelled by sound agricultural policy as sound agricultural policies can impact positively on food security and poverty reduction. However, enduring agricultural policies on food security will largely depend on sustainable and productive resources. Agriculture plays a very important role in the overall development of the Nigerian economy. Agriculture is essential in the provision abundant and nutritious cheap food to the teeming population. It is also anticipated that with sound agricultural policy, the expected growth necessary for the development of various sectors of the economy will be attained. Further, it is also expected to be a veritable source of employment and income generation to a good proportion of the population. Under the Yar' Adua 7-Point Agenda, agriculture is seen as

a major tool for combating the problems in the industrial sector as its produce are needed to pay for the importation of certain raw materials and capital goods in the production process. To this extent, Nigerian agricultural policy becomes the framework and action plan of government designed to achieve overall agricultural growth and development.

- 6 Ojeifo S. A and Omoakhalen, J. A (2010) . Labour Unions in Nigeria since Independence in 50 years of the Nigerian Project: Challenges and Prospects by I. B Bello-Iman, College Press and Publishers Limited, Jericho, Ibadan.

ABSTRACT;

This paper takes a look at the development of Nigeria trade unions since independence. The approach adopted was the historical approach. It is argued that a combination of ideological, political and personal factors made it initially impossible for the movement to attain a level of unity needed to secure concession in the Nigerian state. Labour unions have been a part of Nigeria industry since 1912 when government employees formed a civil service union. The paper concludes that given the unfolding development within the global and local economics, which continue to confer advantages on capital, the Nigerian trade union movement needs to overcome internal divisions and confront the prevailing situation itself. This is because the labour union movement is presently at a cross road, with lack of unity been a major setback for the trade union movement

- 7 Omoakhalen, J. A and Ojeifo S. A (2010), Privatization of Public Enterprise: An assessment in 59 years of the Nigeria Project. Challenges and Prospects by I. B. Bello-Imna, College Press and Publishers Limited, Jericho, Ibadan.

ABSTRACT:

During Independence in 1960, Nigeria and indeed the entire world were optimistic that the country has potentials and opportunities for self realization and fulfillment, but today at fifty as an independent nation, there is an appreciable level of success. The paper observe that the near failure of privatization is as a result of unfavorable Nigerian business environment opines that the fifty years anniversary should be used as a tool for underpinning Nigeria's future, in other to make domestic conditions favorable to private sector rather than the Government engaging in puerile advertorial rhetorn's and oriented re-branding in the quest to woo private investors from home and from abroad.

- 8 Ojeifo S. Aidelunuoghene (2013). How The War Agonist Corruption Can Transform Nigeria in President Jonathan's Transformation Agenda: An Assessment Edited by Bello-Iman I. B. Press, Jericho, Ibadan.

ABSTRACT:

This paper contends that one of the greatest unresolved problems in Nigeria is the issue of corruption and that the damages to the polity are quite significant. It is believed that apart from the game of football another thing that unites Nigerian citizens is the war against corruption. Every incoming administration in Nigeria has always had the desire to curb corruption in this country. However, the desire has failed one way or the other due to wrong prescription apparently because of wrong diagnosis. This paper believes that the current approach of the President is a correct approach at curing this ailment but it is at a snail's speed. The inability of the successive administration to cure Nigeria of this ailment – corruption – can be attributed to the shallow and narrow nature of the nation's anti graft protocols. The present war against corruption by President Jonathan is anchored on the principle of investigation, arrest and prosecution of suspected offenders, the menace of corruption leads to the slow movement of files in offices, police extortion at toll gates, slow traffics in the high ways, Ports congestion, queues in gas stations, ghost workers syndrome, election irregularities, pension scam among others. This paper concludes that corruption is the base of Nigeria. We therefore, recommend the strengthening of domestic structures, expulsion of immunity clauses from our constitution and we prefer capital punishment for offenders amongst others.

BOOKS

1. Ojeifo S. Aide (2005). *Essentials of Sales Management in Nigeria*, EMMASCO PRINTERS, EKPOMA.

This Sixteen Chapter Book on *Essentials of Sales Management in Nigeria* is written primarily for undergraduate students taking a course in Sales Management in Tertiary institutions. Originally, sales management was exclusively used to refer to the management of all marketing activities such as marketing research, product merchandising, physical distribution, pricing, advertising and sales promotion. However, as time passed, business like the academics, started to use the term marketing management rather than sales management to describe all marketing activities. This book is therefore prepared to provide the sales manager and other interested persons with a concise but comprehensive material both for study and reference on sales management

2. Bello-Iman, I.B., Oshionebo B.O. and Ojeifo S.A. (2007). *Fundamentals of Human Resources Management in Nigeria*, College Press and Publishers Limited, Jericho, Ibadan.

Human Resources Management (HRM) is a burgeoning topic in management studies. This study involves the sustenance of a talented and energetic workforce to support organizational vision and mission overtime. A panoramic overview of the existing literature in this area of learning shows that there is dearth of indigenously and classic version which could better explain the peculiarities of the Nigerian case. This book, entitled the *Fundamentals of Human Resource Management in Nigeria* is a bold attempt to solve this yearning problem

3. Omoankhalen, J.A., Osagie N.G. and Ojeifo, S.A. (2009). *Elements of Management*. Salami Printers, Benin City.

The book is organized into twelve chapters. It provides the basic principles of business to beginners in a tertiary institution. Chapter one is an introduction which has carefully

reviewed business concept – the role of Calvinism in Business and Capitalism; Religious views on Business; Business Concept in the Islamic World; Business Scene in the Indigenous Economic System and so on. Chapter two is on forms of Business organization in Nigeria and Business financing. Chapter three discusses the Business Environment, Ethical and Social Issues in Business. Chapter four is on entrepreneurship, Small Businesses and Management aspects of Small Business. Chapter five is on Management Overview, while Chapter Six, Seven, Eight, Nine, Ten, Eleven and Twelve dwelt on management functions.

4. Ojeifo S.A (2010). Public Sector Accounting and Finance. Ambrose Alli University Press, Ekpoma.

This book which has eight chapters begins with an introductory note to Public Sector Accounting and Finance. Other aspects of the book are on Nature and Scope of Public Sector, Finance, Budgeting in the Public Sector, Government Expenditure, Public debt management in Nigeria, Contract Accounting and Investment Appraisal in Public Sector, The Structure of the Nigeria Financial System and Taxation.

5. Ojeifo S.A. (2010). A Handbook on Entrepreneurial Development in Nigeria, Emmasco Printers, Ekpoma.

This book is structured into ten chapters. It is mainly on selected topics in entrepreneurship education. It provides a basic foundation for the understanding of entrepreneurship education in Nigeria as it is prepared to meet the needs of those taking the course on Entrepreneurial Development after they have had at least a one semester course in Mathematics, Statistics, Management, Finance, Industrial Engineering, Economics and Accounting.

6. Ojeifo S.A. (2010) Corporate Finance. Harry Prints; Benin City

More and more people need a basic knowledge of corporate finance. This book provides everyone with the opportunity of acquiring a minimum level of knowledge in all the important areas of corporate finance. This book Corporate Finance, summarizes in simple terms the accounting principles and techniques most frequently encountered in any organization. This book is divided into five broad chapters.

7. Akhator, P.O., Aigbokhaevbolo O.M. and Ojeifo S.A. (2011). Statistics for Management: Theory and Application, Ava Graphics, Benin City.

The book contains eight chapters. The book is designed for use in higher institutions of learning. The authors aim is to provide a book on mathematics that emphasizes fundamental concepts and presents them in a logical order. The book is a compendium of new approaches and pedagogues which will help both the student and the teachers.

8. Ojeifo Sunday (2014). *Military Intervention in Niger Delta Conflicts* Lambert Academic Publishing. A Book Publish from my Ph.D.Thesis.

This book – *Military Intervention in Niger Delta Conflicts* – is a book published from my Ph.D Thesis. The Niger Delta Area of Nigeria has been a crisis-ridden region for nearly fifty years. The grievance of the Niger Delta is as a result of the environmental damage of the region by oil exploration and exploitation. The work therefore examined the objective and significance for military intervention in the crisis and also tested hypotheses supporting the justification or otherwise of the military involvement in conflicts management. The methodology adopted for this study was the survey of a combination of primary and secondary materials with the use of questionnaire and oral interview in the collection of the necessary data.

9. Ojeifo Aide Sunday (2015). *You can be Free from Financial Worries*. Don-Nitas Global, Benin City.

Financial worries can cause a great deal of stress to individuals and families, especially in today's economy. This is in view of the resurgence of global economic recession and depression with their attendant low real income, rampant employee lay – off, premature retirements, delayed payment of retirement benefits, unemployment, underdevelopment and uncontrollable pressure on personal emolument by bills, rates and demands by dependants.

The nine chapter book is unique in its pragmatic Christian approach on how to overcome financial worries and stress in the present economic milieu.

10. Ojeifo, S.A. and Ayoson M.E. (2015). *Anger: A Dangerous Weapon of Human Destruction*. Ambrose Alli University Press, Ekpoma.

This book, “*Anger: A Dangerous Weapon of Human Destruction*” reveals the fact that of all the things in the human heart, anger can be one of the most intense, destructive and an unhealthy emotion that we can experience. If not handled in the proper way, it can have drastic life changing consequences.

Angry people are experienced as dangerous. They are like a loaded gun, handle them with caution. Anger stuns, it frightens, it makes people bad about themselves. This seventeen chapter book is very ideal for higher institutions in Nigeria to help curb the excesses of cultism as the book recommends ways in which anger can be controlled and managed. The book also reveals Biblical truths and gives answers to these sharp psychological problems tearing the society in pieces. Counseling departments, Religious departments and Managers of our higher institutions and the Public Service will find the book invaluable.

11. Ojeifo Aidelunuoghene Sunday (2016), *Disarming The Power of Darkness Through Praise and Worship*. Ambrose Alli University Press, Ekpoma

This book “Disarming the Power of Darkness through Praise and Worship” reveal that prayers can send the enemy running but praise and worship manifests God’s presence. Praise also repels the presence of the enemy, Satan. From the analysis in the book, it is obvious that sincere praise and worship to God by humble and contrite hearts is disgusting to the devil. The devil fears the power in the name of Jesus, and flees from the Lord’s habitation in praise.

The four chapter book further reveals that praise and worship is not optional and goes beyond race, creed and recommends that even when you are passing through stress and near disappointment you need to praise and worship God more and more because God can reverse everything molesting your life in your favour.

12. Ojeifo S.A. (2016). *Public Enterprises Management in Nigeria*. Ambrose Alli University Press, Ekpoma

Public Enterprise Management in Nigeria is a well packaged text that touches on perceivable aspects of public enterprise management in Nigeria. The six chapter book is meant for undergraduate students in Nigeria Tertiary Institutions in Public Administration or related disciplines. It is also designed as a source document for Public Sector Managers to be at breast with the dynamics in public administration.