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EDITORIAL

Planning and administration is the fulcrum of the entire education system. If this is missed out as the superstructure on which curriculum and pedagogy are mounted, the system will definitely collapse; whereas if the foundation-planning and administration which is the superstructure is solidly laid and nourished, the system will reign supreme! “**International Journal of Multi-Disciplinary in Educational Research and Development (IJMERD)**” is set out to ensure that the foundation of dissemination to stakeholders.

The readers are enjoined to read this work and contribute articles to the subsequent editions of this “must have journal” which is one of the major instruments of achieving an aspect of NIEPA’s mandate of building the capacity of education sector planners and managers at all the levels of education system.

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The National Institute for Educational Planning and Administration (NIEPA), domiciled in Ondo city in Ondo State, was established in 1992 by the Federal Ministry of Education, in collaboration with UNESCO/IIEP Paris, as a sub-regional staff college for West Africa. It seeks to realize its mission through capacity building, continuous training, consulting, action research in educational planning, information dissemination and providing resource centre service. The Institute operates a relatively small bureaucracy with large repertoire of highly experienced external consultants from UNESCO-IIEP Paris, Nigerian Universities and Private Sector. It is the only capacity building outfit for education sector planners and managers in Nigeria and the sub-region and the only Federal parastatal of the Federal Ministry of Education in the south west of Nigeria.

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To develop a critical mass of education sector planners and managers for the effective and efficient planning and management of the education system through capacity building, continuous training, action research and information dissemination.”

Our Vision

To empower the education sector workers with appropriate skills and techniques for effective and efficient operation

Our Philosophy

To transmit the most essential knowledge and practical know-how required to build capacity for educational planning, management, monitoring and evaluation in Nigeria educational system. This philosophy is based on the need to produce seasoned, articulate, well-grounded, technically skilled education managers, planners and school administrators who are to ensure quality, relevance and efficiency in all the tiers of the educational system.

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WORK-FAMILY CONFLICT, ORGANISATIONAL COMMITMENT AND OPTIMAL PRODUCTIVITY AMONG MEDICAL WORKERS IN OGUN STATE, NIGERIA

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ABSTRACT

This study investigated the extent of relationship between work-family conflict, organisational commitment and optimal productivity among medical workers in Ogun State. The study adopted ex-post facto research design and a multi-stage random sampling technique was in the study. Simple random sampling was used to select 4 local government areas from 20 local government areas in Ogun State. Purposive random sampling technique was used to select 1 state or teaching hospital in the 4 local government areas. Stratified random sampling technique was used in selecting 96 medical laboratory medical scientists, 91 nurses, 88 pharmacists and 90 technicians. The sample size of the study is 365 medical workers. A structured questionnaire was used to collect information on personal characteristics of the respondents, work-family conflict, organisational commitment and optimal productivity. Data were analyzed using regression analysis to test the hypotheses of the study at 0.05 level of significance. The result revealed that work-family conflict and organisational commitment have significant relationship with optimal productivity. In conclusion, this study has shown that work-family conflict and organisational commitment have implications for optimal productivity for medical workers in Ogun State. It is therefore recommended that management practices should be developed to enable job control that will provide employees with resources to mitigate the effects of work-family conflict and organisational commitment on medical workers' optimal productivity.

Keywords: *Work-Family Conflict, Organisational Commitment, Optimal Productivity, Medical Workers, Ogun State, Nigeria*



HOME AS DETERMINANT OF READINESS OF PRIMARY ONE PUPILS OF SELECTED SCHOOLS IN IBADAN NORTH OF OYO STATE

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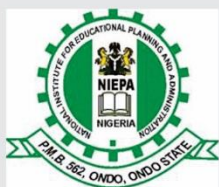
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ABSTRACT

Stakeholders at all levels agree that a child's academic success is dependent on being ready to participate in a successful primary school experience. However, the child needs to be prepared and be ready for the school setting. Home, which is the immediate environment of the child, has a role to play in preparing the child for school. Most children do not have the skills needed to succeed in school. It is against this backdrop that this study examined the home as determinant of child's readiness. The expo-facto type of research design was adopted. Six hundred and forty three (643) respondents were sampled but only six hundred and thirty two (632) eventually participated in the study. Two instruments titled "Parents Questionnaire on Child's Readiness (PQCR)" and Teachers Questionnaire on Child's Readiness (TQCR)" were used for this study. Data collected was analyzed using Pearson Product Moment Correlation. The findings indicate that there is a positive relationship between the readiness activities engaged in by parents and pupils' readiness in language skills and social skills. It was recommended among others that parents should engage their children in activities that will help them to develop their language skills.

Keywords: *Child's Readiness, Home, Sharing and Friendship*



ISOLATION AND CHARACTERIZATION OF ESSENTIAL OIL OF *NAUCLEA LATIFOLIA* LEAVES AND ITS ANTIOXIDANT AND ANTIMICROBIAL ACTIVITIES

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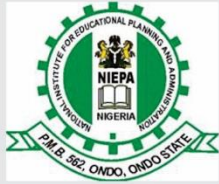
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ABSTRACT

Nauclea latifolia, commonly called *Nauclea* or *pin cushion tree*, belongs to the *Rubiaceae* family. Different ethnomedicinal usage like antihypertensive, antibacterial, antimalaria and anti-HIV has been reported. The essential oil composition of *Nauclea latifolia* (leaves), its antioxidant and antimicrobial activities were studied. The essential oil was obtained by hydrodistillation using Clevenger-type apparatus while its analysis was done with gas chromatography (GC) and gas chromatography-mass spectrometry (GC-MS). The antioxidant activities was carried out using 1,1-diphenyl-2-picrylhydrazyl and the antibacterial was evaluated by agar diffusion method using *Bacillus cereus*, *Pseudomonas aeruginosa*, *Escherichia coli* and *Klebsiella pneumoniae* microorganisms. The yield obtained is 0.26% (w/v) and there were total of fourteen compounds representing 96.68% of the essential oil. The major constituents were (Z)-9-Octadecenamide (36.83%), E-Butanoic acid, 3-hexenylester (17.36%), (E)-9-Octadecenamide (12.44%) and Linalool (12.03%). The antioxidant activities revealed a moderate radical scavenging activities relative to that of ascorbic acid. The essential oil inhibited the growth of *Klebsiella pneumoniae* at all the concentration while *Pseudomonas aeruginosa* was only sensitive at 50 and 100 mg/mL but resistant to Gentamycin. The constituents of the essential oil was found to contain mainly amides and these could be used to treat infections related to *Klebsiella pneumoniae* and *Pseudomonas aeruginosa*.

Keywords: *Nauclea latifolia*, (Z) -9-octadecenamide, Clevenger, Anti-oxidant, hydrodistillation



AN EXAMINATION OF THE CULTURAL CONTENT IN THE NEW EDUCATION POLICY OF NIGERIA

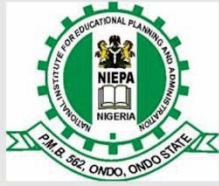
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Abstract

This paper examined the cultural content in the new education policy of Nigeria. The paper x-ray the 1981, 2004 and 2013 national policies. Equally discussed in this paper are the objectives of each levels of education and the appropriate methods to convey new concepts without confusing the children. The cultural content of each of the levels of education was discussed. The paper also looked into the recognition that the new policy gives to Nigerian culture and the flaws in the policy. Finally, conclusion was drawn that it is not enough for government to distribute books in Nigerian languages and direct examination bodies to set examinations in Nigeria languages to test knowledge of Nigerian languages, literature and culture.

Keywords: cultural content, education, policies and language



REFLECTIONS ON EXAMINATION MALPRACTICES IN OYO STATE TERTIARY INSTITUTIONS

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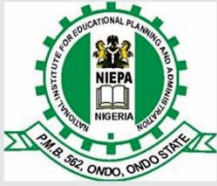
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Abstract

One of the greatest problems confronting the Nigerian education system today is examination malpractice. Examination malpractice has affected all levels of education in Nigeria to the extent that it is inconceivable to think that we can do without it. This study investigated examination malpractice in tertiary institutions in Oyo State. Simple random sampling technique was used to pick One University, One College of Education and One Polytechnic in Oyo State. Also, Pro rata method was adopted to sample three hundred participants across the tertiary institutions used for the study. Three research questions were raised to guide the study. The instrument tagged "Examination Malpractice Questionnaire (EMQ)" was used to elicit response from the participants in the study. The findings revealed that, copying from colleagues during examination is the most frequent form of examination malpractice, lack of self confidence among students is the most perceived cause of examination malpractice while examination malpractice leads to deterioration of cognitive ability of students. Recommendations made include; examiners in the examination halls should be vigilant during invigilation to avoid student's involvement in examination malpractice. Management of tertiary institutions should also give more attention to affective and psychomotor domains of testing students' knowledge rather than relying solely on cognitive domain.

Key words: Examination, examination malpractice, tertiary institutions.



ASSESSMENT OF THE PROVISION, UTILIZATION AND MAINTENANCE OF RECREATIONAL AND COMMON ROOM FACILITIES IN PUBLIC BOARDING SECONDARY SCHOOLS IN KONTAGORA AND RIJAU EDUCATION ZONE, NIGER STATE, NIGERIA

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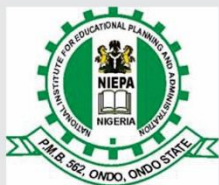
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ABSTRACT

This study was conducted to assess the Provision, Utilization and Maintenance of recreational and common room facilities in boarding public Secondary Schools in Kontagora and Rijau Education zone, Niger state. The study has two objectives; to examine the provision, utilization and maintenance of recreational facilities, to determine the provision, utilization and maintenance of common room facilities to hostels in public Boarding Secondary Schools in Kontagora and Rijau Education Zones, Niger Sate. In line with these objectives, two research questions, two null hypotheses were formulated. Related literatures were reviewed along with five (3) empirical studies. Descriptive research design was adopted for the study. A total of 234 respondents were sampled from the total population of 529. A structured questionnaire was used to collect data. The data collected were analyzed using weighted mean to answer the research questions. The two null hypotheses were tested using One Way Analysis of Variance (ANOVA) at 0.05 alpha levels of significance. Descriptive statistic was used to analyze the bio- data of the respondents. The findings of the study were; The study revealed that recreational facilities were provided but were not adequately utilized. It was established that recreational facilities were poorly maintained. The findings revealed that common rooms were provide in most hostels for students use, but not optimally utilized by the students, and the facilities there in were poorly maintained. It was recommended that; Recreational facilities should be put to proper use to enhance student's physical, and mental agility; Common rooms should not be there in name but should be put to effective usage, this will enable students to relax and watch educative programmes after school hours.

Keywords: Provision, Utilization, Maintenance, Recreation, Common Room Facilities



ACADEMIC PROCRASTINATION AND MOTIVATION ON STUDY HABITS OF UNDERGRADUATES IN OLABISI ONABANJO UNIVERSITY

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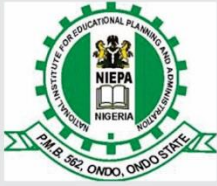
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ABSTRACT

The study examined procrastination and motivation on study habits of undergraduates in Olabisi Onabanjo University, Ago – Iwoye. Descriptive research design was adopted for the study. The population of the study comprised of undergraduate students drawn from the five faculties in Olabisi Onabanjo University main campus. Proportional stratified sampling study was adopted to select six hundred undergraduate that participated in the study. The Instrument used were Academic Procrastination scale (APS), Study Habit Inventory and Academic Motivation Scale. Data generated from the participants were analyzed using, Pearson Moment Correlation Coefficient and Multiple regressions (Analysis of Variance). Findings from the study showed that there is statistically significant relationship between academic procrastination and study habits of undergraduate. It was also revealed that there is statistically significant composite influence of academic procrastination and motivation on study habits of undergraduates. It was recommended that the attention of university management should be drawn to the phenomenon of academic procrastination, through development of plans and strategies. These plans and strategies should include consistent use of and administration of procrastination testing tools to track at an early stage student with the tendency to procrastinate and then motivate them by giving needed counselling attention which will invariably improve undergraduates' study habits.

Keywords: Study Habits, Procrastination, Motivation, Undergraduates



AFRICAN ETHICAL ONTOLOGY AS BEDROCK FOR AFRICAN POLITICAL PRACTICES

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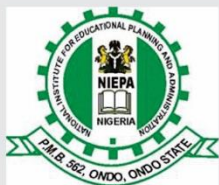
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Abstract

The dynamism of human reasoning across spatio-temporal locates has contributed immensely to the flow of human history, both along the negative and the positive angles. However, when this reasoning trifles with morality and debases notable ontological point in the culture and traditions of the people, the problems is inevitable. Specifically, when such thinking becomes internalized, it speaks off a psychological set off which in many instances creates revolutionary tendencies or conflict of values. There is the evolution of a new system of thinking which threatens to established ethical principle for governance and personhood in Africa. Though, there are conditional check and political invitations to checkmates these unethical practices, but without a return to the foundation as tradition ethics in defining a person as suitability for governance, every constitutional measure will end up as mere window dressing. Based on this imperative, this paper will examine ontology and African Ethics, the Sociological Interpretation of person in African, situation of politics and leadership in Africa. Above all, Africa ontology is enunciated as the bedrock for authentic politics in Africa.

Keywords: *Ontology, Bedrock, African, Political Practices & Ethical*



PREVALENCE OF EXAMINATION MALPRACTICES AMONG SECONDARY SCHOOL STUDENTS IN KWARA STATE: PERCEIVED CAUSES AND WAY FORWARD

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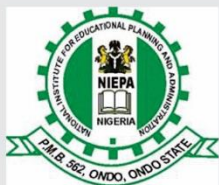
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Abstract

Examination is a means of measuring the level of students' academic potentials. But over the years, an examination malpractice has been one of the major concern of stakeholders in education. There come to find a way of fighting examination malpractices in our various institutions of learning. Hence, this paper examined examination malpractices among secondary school students in Kwara State. The concepts of examination and examination malpractice were discussed, trend in examination malpractice in Nigerian secondary schools was analysed, forms of examination malpractices which include bringing foreign materials into the examination, irregular activities inside or outside examination hall, mass cheating, insult/assault on supervisors/ invigilators /inspectors by candidates among others were identified. Also, the perceived causes of examination malpractice among secondary school students in Kwara State which entail indiscipline among students, inadequate teaching-learning facilities, location of examination centre/school, low salary level and irregular payment of salary were examined. However, in bid to curtail the prevalence of examination malpractice in Kwara State secondary schools, the paper suggested among others that there should be functional counselling unit in all secondary schools to instil moral value to our students by laying emphasis on rewards for hard labour. Such counselling could be given to students during orientation programmes, on the assembling ground (at least once in a week), one-on-one counselling as well as group counselling.

Keywords: Examination Malpractices, Secondary School Students, Perceived Causes & Way forward



EXTERNAL DEBT STOCK AND ECONOMIC GROWTH A CASUALITY ANALYSIS: CASE OF NIGERIA

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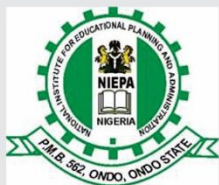
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Abstract

This study investigates the Granger casual test on External debt stock and Economic growth in Nigeria. Using secondary data between 1985 to 2017 on External debt stock and Economic growth (GDP). The Unit root test are stationary at first difference $I(1)$, the variables are co-integrated. The diagnosis test show that the model does not have serial or auto-correlation, and Heteroskedasticity. Jarque-Bera test show that the variables are normally distributed. The study found that LNEDS does not Granger cause GDP stand because values of probability are in very high level, which is greater than 5% critical Valve. GDP does not Granger Cause LNEDS swoop because the values of probability are smaller than the level 5% critical value, therefore, we reject the null hypothesis. It could be summarized that between the variables the external debt stock (LNEDS) and Economic Growth (GDP), exists a one sided causal relationship (One-dimensional). The study recommends that External debts should be contracted solely for economic reasons and not for social or political reasons. This is to avoid accumulation of external debt stock overtime and prevent an obscuring of the motive behind external debt.

Keywords: Economic growth, External debt stock Granger Casualty, Vector Error Correction.



ASSESSMENT OF THE STATE OF PHYSICAL FACILITIES IN PUBLIC SECONDARY SCHOOLS IN ONDO STATE, NIGERIA

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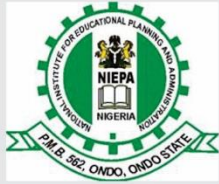
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Abstract

The purpose of this research is to explore the state of physical facilities in public secondary schools' in Ondo State base on the global best practices. This paper review related works. The study explores the problem of the study, significant and scope of the study. A descriptive survey research design was employed and the study found that the physical facilities in the state public secondary schools were not adequate. Based on the findings of the study, conclusion was drawn and it was recommended among others that, the government should improve and provide infrastructural facilities that will aid learning, improve the standard of education and enhance teachers' commitment into the job.

Keywords: *physical facilities, public schools, office accommodation and health facilities*



PERCEPTION OF EMPLOYERS AND EMPLOYEES ON IMPACT OF DEPRESSED ECONOMY ON JOB AND WEALTH CREATION IN OYO STATE, NIGERIA

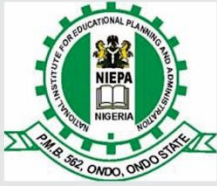
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Abstract

This study examined the state of unemployment as a result of financial crisis. The effect of depressed economy on job and wealth creation. Two research questions and two hypotheses guided this study. A descriptive survey research design was used. The population comprises of all the manufacturing companies in Oyo state. Satisfied simple random sampling was use to sample 200 manufacturing companies,. Four (4) respondents were sampled from each company totaling 800 respondents. The study found that there is a significant difference in the perception of people on depressed economy and job creation by employers and employees, Hence, the study recommended that more capitalization policy must be introduced and government should support the local industries to cope with global financial crisis.

Keyword; *Depressed economy, unemployment, entrepreneurship, job and wealth creation*



ZERO-BASED BUDGETING: AN INNOVATIVE TOOL IN THE FINANCIAL MANAGEMENT OF EDUCATIONAL INSTITUTIONS IN NIGERIA: IMPLICATION FOR GUIDANCE AND COUNSELLING

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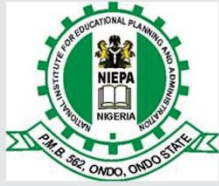
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Abstract

This paper reviews the concept of budget and budgeting process in school administration. This paper equally discusses Zero-based budgeting, School budget and its application in school budget preparation particularly in public secondary school level. The researcher advocates training in Zero-based budgeting for present and future school administrators in Nigeria and holds the view that Zero Base Budgeting as a tool should be made compulsory in the financial management of all educational institutions as a measure towards achieving quality, accountability and ensuring transparency in education. Also, the implication of Zero-based budgeting for guidance and counselling was equally examined and discussed holistically.

Keywords: *School Administration, Zero-Based Budget, Accountability, Transparency, Financial Management and Guidance & Counselling.*



THE QUOTA POLICY OF ADMISSION IN NIGERIAN EDUCATION: HISTORICAL ANALYSIS

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Abstract

This paper examined the quota policy in Nigerian educational institutions. The historical antecedents of quota policy in Nigeria during Military and civilian governments were equally discussed. The paper also looked into the policy objectives, guidelines for the quota system and quota criteria for various schools. Finally, the relevance of quota policy and human capital development was examined. The paper concluded that the quota policy for admission to Federal institutions has been described by the advocates of the policy as an essential avenue to narrow the gap between the educationally advantaged and educationally disadvantaged states of the federation.

Keywords: *Quota, Policy, Admission, Education and Historical Analysis*