

Performance of Border Management Personnel and Its Security Implications in Northern Nigerian Borders: A Pilot Study for Reliability and Validity of Instruments

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Abstract

Border management has become a central issue in the contemporary global arena. In spite the presence of agencies responsible of border patrol, yet there is still growing number of challenges on how border will be managed effectively in Nigeria. The objective of this study is examine the validity and the reliability of measurement instruments of staff development, organization policy and funding of staff welfare that influence the quality performance of border management personnel in Nigeria Immigration Service (NIS). The study employed survey approach in collection of data via 71 usable questionnaires in Nigeria Immigration Service (NIS). The validation and reliability of all constructs is determined for the acceptability of instruments using SPSS version 8, Cronbach's Alpha indicated that all the items are valid and reliable in conducting the study.

Keywords: Border Management, Illegal Immigrant, Porosity of Border, Border Personnel, Nigeria Immigration Service.

1.0 Introduction

Border management has become a central issue in the contemporary global arena. Globalization has led to increasing flows of people, goods and services across regional borders. Countries around the world focus more attention and given more priority toward developing a sound border management strategy. Several initiatives on coordinated border management, integrated border management, one stop border post (OSBP) etc, had been made in the world and both at continent and regional level with the aims of addressing the issues related to border management problems. Yet there is growing number of concerns on how border will be managed effectively.

According to Magaret (2011) a border in the technical sense means an area or region nearer to a boundary. In most of the Anglo American literatures it usually refers to as boundaries or a divided line between politically sovereign territorial entities. While In this article perspective, it is viewed in terms of invisible margins and legitimate jurisdiction of political units such as sovereign states, federal state, it also seen as the main line which demarcates a country to another. Therefore border simply define geographical governments and sub national entities. However, they are equally regarded as a solid picture of people's cultural value systems and their identification as statehood. While in the continent of Africa, several arguments were advanced with regard to the arbitrary nature of the boundary demarcation as result of colonial exploitation which was rather truncated and distorted the cultural systems of the Africans. Paradoxically, borders stand as the line that links and separates one country to another at the same time, and it could be a source of benefit as well as of detriment to the contending states depending on the degree of their security (Akinyemi 2013). As such countries find it mandatory to apply essential measures put in place in order to protect their borders on both land, air and seaports ways of entry (Mansa, 2011). The objective of this study is identifying the validity and the reliability of measurement instruments staff development, organization policy and funding of staff welfare as the determining factor influencing the quality performance of border management personnel in Nigeria Immigration Service (NIS).

Border management is critical aspect of the nation that involve the protection of population in a given territorial entity against what is considers as threats, such as international terrorism, robbery, proliferation of light arms and trafficking of human and drugs materials (Jihan & C'edric 2010). Border management means the administration of borders, which concerns with rules, procedures, processes, and techniques regulating the activities and traffic across defined border zones. The administration that gives an appropriate balance between preventing illegal immigrant entry and remained open to legal trade for the benefit of the countries (Mackay, 2008). Ahmed and Chilaka (2013) conducted a study and identified Most of the hitches of African countries lie

within the issue of boundary disagreements. African states were at the eve of independence arbitrarily segregated with artificial boundaries by the colonial masters with the purpose of acquiring sphere of domination. The central objective is to examine their relationship between cross – border crime and deteriorating insecurity situation in Nigeria. After critical analysis of available data and literature, the article reveals as follows Nigeria's porous borders have led to abundant cases of criminal activities which often times manifest itself in insecurity in the country.

2.0 Literature review

The importance of border management in enhancing the socio-economic and political development of West African regions, Nigeria in particular cannot be over emphasised. Beside the promoting political stability in the country, the regulation enhances the economic activities integration in terms of free movement of people, goods and services within the regions (Addo, 2006). The roles of border personnel towards controlling illegal activities in the border areas cannot be over emphasise. The agencies responsible of border control have been making concerted efforts to curtail illegal activities such as smuggling, human and drugs trafficking, proliferation of small arms and light weapons as a result of existing porous borders in the region (Prosper, 2006). Nigeria has reasonable number of institutions and agencies charged with responsibility of managing borders, example Custom Service, National Drugs Law Enforcement Agency (NDLEA), Nigeria Immigration Service (NIS) among others.

2.1 Staff Development

Staff development is seen as the process of developing personnel that assist the organizations to ensure its members possess the skills and knowledge they require as the basic requirement needed in performing jobs effectively. It is apparently clear that most of the organization and agencies do not seriously invested in on-going quality staff development and training (Angela, Joyce & Marcia, 2003). Training is perceived as the most effective means of staff development that improve the quality of the existing staff with motive toward achieving organizational objectives (Roberson, 1997).

Training and development support organizational members to have an adequate skills and knowledge in performing their jobs effectively. Unfortunately, in the Nigerian context the reverse is the case. Training as a concept had been perceived differently among various scholars and mostly considered it as the most important strategy to improve the quality of existing knowledge and skills, experience and abilities of individuals leading toward attainment of organizational goals (Azara, Naqvi & Atif Khan, 2013). Training is mostly initiated with the motive to increase the member staff with technical know-how and skills needed to discharge their duties effectively.

According to Olaniyanand (2008) there are certain items identified as an important aspect of training which upsurge the productiveness as well as improvement of good quality work in organization; it change attitude staff, increasing knowledge and skills, developing staff horizons and ability to use tools appropriate, reducing waste, educating staff with appropriate behaviour of conduct i.e avoidance of lateness on duties, absenteeism on jobs that negate performance, and above all enhances staff ability to apprehend brand new ideas and regulations that can ensure growth and development of organization.

2.2 Relevance Policy of the Organization

Patric S. (2012) in his work of common assessment framework spelt out certain number of criteria's among which the important of leadership in improving organizational performance. Leadership plays one of the most important role through creation, adaptation and implementation of policies that would ensure the organization is driven by a clear mission, vision as well as its core values, and the mission of why the organization exist, while the vision implies the organizational ambition and the values is what steers out behaviour. Leaders are also expected to develop, implement and monitor policy of the organizations management system, through the application of appropriate structure of clear tasks at every level of staff in the organization which serve as catalyse responsible of improving staff performance.

Strategy and planning is another criteria posit by the author in which the organization require to develop a strategic objectives based on public policies guide lines. It is an important to understand any kind of decision taken by top management that will enable them to attain organizational objectives in the long run. (Staes, 2012). In the same vein, planning is an approach which involves settings of the objectives and identification of process with the aims of achieving the organizational goals. The study also emphasize the important role of human resource management that will enable personnel to contribute effectively toward accomplishment of organizational objectives. Human resource management is expected to develop and implement policy regarding to recruitment, promotion, remuneration, rewards much more importantly staff welfare, to improve the personnel performance in the organization. Another important aspect asserted in terms of Information knowledge in respect to information and communication technology as well as other technological

policies should have a systematic way to get into the organization, as this will serve as panacea in improving the quality of personnel in performing organizational tasks. In view of the above, the relevance infrastructure needs to be managing effectively, so as to support the staff to have working condition with conducive atmosphere in discharging their duties (Patric S. 2013).

2.3 Funding and Staff Welfare in Organization

In an effort to give a clear explanation of the concept of staff welfare the following items has been considered which their presence determine the level of commitment of organization on staff welfare. Provision of appropriate training, free medical treatment, sport facilities, social club, canteens, supervising staff and works, operating sick club and savings well fare schemes, providing advices on personal issues as well as arrangement of legal aids, staff pension funds and leave grants, giving loans especially on hardship situations, providing assistance to a transferred staff and above all giving assistance in all area of ramification that would make employees feel comfortable in organization (Coventry & Barker 1988). It is apparently clear that the existence of staff welfare helps and encourages personnel to improve their working environment which in the long run resulted to high quality performance in the organizational productivity. Another factor that led to staff apathy and hinders the efficiency of personnel end result performance is delay of paying workers' salaries. It is obvious for all staff to have a specific monitory expenditure and failure to receive salary on promptly discourages their performance which affects the organisation in the long run (Okereke & Daniel, 2010). Quality of work life normally depends on the degree of staff welfare that employer provide to satisfy employees need (Singh, 2009). While in the contrary up front salary encourages employees' physical, mental, moral and emotional well-being, it increases motivation and satisfaction and finally yield to positive result in the organizational maximum productivity.

The study also concludes that provision of adequate staff development, better organizational policies and provision of funding to cater for both the organization and staff well fare would serve as panacea to performance of Nigeria Immigration personnel's. According to Seniora and Cedric, (2010) Border management partakes double task, to control and monitor in order to identify and screen undesirable persons, goods that could be a potential threat to the security that promote trade stability between neighboring countries. Performing these tasks requires series level of competencies for officials working at the borders areas. The state apparatus have to be able to fulfill a wide range of tasks from internal and external security as well as revenue collection responsibilities to enhance the country economic development.

3.0 Methodology

Methodology employed in conducting this study is quantitative in nature where by questionnaires was distributed to the respondents to fill in as the procedure of data collection. This study used SPSS (Statistical Packages of Social Science) version 18 to analyses the data collected in the field. The missing values were filled accordingly and out lair were screen out with aims of analyzing validity and reliability for Cronbach's alpha and Pearson's coefficient correlation.

3.1 Sample

The present study is carried out in selected zones in Nigeria Immigration Service (NIS). Zone C is the study unit of analysis in north/eastern part of the country and Zone A is in the south/western part of the country. The study comprises 71 respondents which among them 52 were male staff in the organization while the 19 among the respondents are female respectively.

3.2 Instrumentation

Data of the present study was collected using one instrument that contains 2 sections. Section A the constructs of both independent variables and dependent variable staff development, policy of organization, staff well fare fund, and staff performance as dependent variable. Section B is on demographic profile of the respondents. The instrument contains 43 items. Specifically staff development has 6 items, while policy contains 6 items respectively and staff welfare with only 5 items, lastly staff performance as dependent variable with 10 items and section B demographic profile of the respondents with 6 items. The respondents were asking to respond on the questionnaire to indicate the extent to which they agreed or disagreed with the statement based on 5 likert scale. The 1-5 likert scales in the questionnaire represent strongly disagree, disagree, neutral, agree and strongly agree respectively.

On the course of this paper only the independent variables of (staff development, policy, and staff welfare) as well as dependent variable of (staff performance) were used which measured the direct relationship between them, and reliability and validity of Cronbach's Alpha indicated that is highly reliable and suitable enough to conduct the main study.

This study used SPSS (Statistical Packages of Social Science) version 18 to analyses the data collected

in the field. The missing values were filled accordingly and out liair were screen out with aims of analyzing validity and reliability for Cronbach’s alpha and Pearson’s coefficient correlation.

3.3 Validity and Reliability of the Constructs

This study indicated the validity and reliability of instruments employed in conducting the research are sufficient. Based on the data analyses collected from the field as well as the objectives of the study. Reliability is refers to as the strength and trustworthiness of the items used. It is one of the indicators of quality of measurement employ on the study. (Sekaran, 2003). Crobach’s Alpha coefficient is used in this research to find out the internal reliability of scaled items by the investigation of the average inter-item correlation. Cronbach’s Alpha coefficients above 0.60 are said to be sufficient enough for item reliability (Nunnally 1994). While In the present study Cronbach’s Alpha was the method used to assess reliability of border management personnel.

The perception of respondents on staff development the scale consisted of 6 items and its Cronbach’s alpha value is .826 (see Table 1), and it is considered to be suitable and reliability (Nunnally 1994). Concerning policy of organization the construct has 6 items. The Cronbach’s Alpha value based on standardized items is .716 which is considered good enough based on Nunnally (1994) recommendation. (See Table 1).

In respect to the perception on Staff Welfare construct has only 5 numbers of items and the Cronbach’s Alpha value based on standardized items shows the significance of .768 levels which is enough to justified acceptable level of validity and reliability as suggested by Nunnally (1994). See Table 1 for more clarification. In the same vein, the perception on Staff Performance construct has the number of 10 items. The reliability statistics reveals the Cronbach’s Alpha value of .896 which is considered an acceptable value for testing reliability of instruments. See Table 1.

Table 1 showing the Validity and Reliability of the study

Variables	Cronbach’s Alpha	No of items
Perception on Staff development (SD)	0.826	6
Perception of Policy of organization (POL)	0.716	6
Perception on Staff Welfare (SW)	0.768	5
Perception on Staff Performance (SP)	0.896	10

4.0 Discussion and Conclusion

In conclusion, the instruments validation and reliability statistics provided suggested that all items are satisfactorily Cronbach’s Alpha value for reliability standard. Therefore, the reliability factors of all items assessed of the research were adequately enough and suitably reliable and valid. Lastly the items were considered sufficiently enough in providing information on the border management personnel in Nigeria Immigration Service (NIS). The findings also shown relationship between policies of organization instruments justified there is strong relationship between those factors. This finding concerning instruments for measuring staff well fare on performance of border personnel in Nigeria provides suggested information on how to achieve the objective of border management. Future research should introduce any variables of interest to complement the limitation of this study. The findings will be useful in contribution to the body of knowledge that will be useful border control. The study will be important to policy makers in designing relevant policies concerning border management in Nigeria.

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