



Relationship Between Education and Motivational Strategies on Nigeria Police Job Performance in Rivers and Taraba States

^{1*} AMADI, Eric Chikweru (Ph.D) & ^{2**} OPARAKA, Emugh-madighinioye George

¹Department of Educational Foundations, Faculty of Technical & Science Education, Rivers State University, Port Harcourt-Nigeria

²Department of Educational Foundations, Faculty of Technical & Science Education, Rivers State University, Port Harcourt-Nigeria

* amadi.eric@ust.edu.ng; joesac2000@gmail.com; joesac2000@yahoo.com, +2348035452254

** emughmadighinioye@gmail.com ; (+2348034547552)

ABSTRACT

This work determined the ‘Relationship between Education and selected motivational Strategies on the Nigeria Police Job Performance in Rivers and Taraba States’. Two research questions and two hypotheses were raised, analyzed and tested. The correlation design was adopted for the study. The results revealed that the role of education in the Nigeria Police job performance cannot be overemphasized. It revealed that officers in the commands with good education perform well, help to improve the image of the Force. The study came up with empirical evidence that the application of joint education and selected motivational strategies would improve job performance of the Nigeria Police, Rivers and Taraba State Commands, as high as 85%. It recommended that the Police top hierarchy should make provisions for Officers and men to improve their academic standing.

Keywords: Motivational strategies, job performance.

INTRODUCTION

Education is central to the transformation of any nation because of its responsible roles in developing individual skills to drive other sectors of the economy (National Policy on Education, 2004). The importance of education to the development of a nation cannot be overemphasized. Education has a very crucial role to play in moulding the character of individuals as well as in changing society, especially for the good of both (Yaqub, 2012). Education is a Constitutional right of all Nigerians irrespective of sex, race, ethnic origin, religion or creed. The officers of the Nigeria Police are not an exception.

The level of education a Police Officer possesses will help in the performance of his assigned roles (Ratified Force Order, 2013). Scholars have agreed that there is a positive relationship between improved job performance and highly educated work force (Ehinder, 2003). Education as envisaged in this study is the acquisition of Degrees/Certificates by Officers in the course of doing the Police job. Education plays a cardinal role in the life of an individual. Education is one concept that has defied a definite definition. From the simple notion of Dewey, the American Philosopher of Education who maintained that education is the ‘constant restructuring of experience’ to the more extended statement of Plato (429?-347

BCE) who says that by education; ‘I mean that training which is given by suitable habits to the first instincts of virtue in children, when pleasure and pain are rightly implanted in non-rational souls’. There are qualifications as in the content and processes of education, which Peters in Anya (2012) calls, ‘an initiation into the knowledge, thoughts, beliefs and values of a given society.’ Education plays an important and indispensable role in the life of an individual, organisation, community and nation and the Nigeria Police is not an exception. Plato in Nwafor (2016) had classified citizens into three groups which the military (Police) is one of the members of the tripod. He advocated adequate education for these men in uniform to enable them carry out their Constitutional duties with ease in order to achieve the desired goals. Properly conceived, education involves the development of the whole person: the cognitive, affective and the psychomotor dimensions (Nduka, 2006

METHODOLOGY

The research design of the study is correlational as it ascertains the extent to which variations in one variable are associated with variations in another.

Research question 1: *What is the relationship between special welfare packages and job performance of officers and men of the Nigeria Police Force, Rivers and Taraba State Police commands?*

Table 1: Summary of the mean score analysis of the influence of special welfare packages on job performance of officers and men of the Nigeria Police Force Rivers and Taraba State commands.

S/N	Items	SA	A	D	SD	Total	Mean	Decision
1	The provision of low cost housing for officers and men owner-occupier basis helps to motivate them	100	210	50	32	362	3.04	Accepted
2	The availability of the Health Insurance Scheme in the force helps to energize the personnel	150	210	20	12	362	3.35	Accepted
3	The thought that one’s retirement benefits would be paid and on time spur them	160	215	16	1	362	3.39	Accepted
4	Scholarship awards to children/wards of serving officers and men of the Nigeria Police will enhance their job performance	140	198	40	14	362	3.25	Accepted
Grand mean							3.26	Accepted

Results in table 1 above shows that all the four items have positive influence on job performance of Police Officers and men of the Nigeria Police Force, Rivers and Taraba State Commands were accepted. Again, the grand mean which is 3.26 indicated that all the items were generally accepted as the ways special welfare packages affect job performance of officers and men of the Nigeria Police Force Rivers and Taraba State commands and were therefore significantly accepted.

Research question 2: *To what extent have the various motivational strategies adopted by the Nigeria police force improved job performance of officers and men in Rivers and Taraba State commands?*

Table 2: Summary of the mean score analysis of the influence of the various motivational strategies adopted by the Nigeria police force on job performance of officers and men of the Nigeria Police Force, Rivers and Taraba State Commands.

S/N	Item	SA	A	D	SD	Total	Mean	Decision
1	Good salary package has motivated the Police Officers and men.	140	215	5	2	362	3.36	Accepted
2	The existence of the Police insurance Scheme has positively impacted on the psychology of the Police personnel.	110	240	7	5	362	3.26	Accepted
3	The prompt payment of salaries and allowances energize the personnel of the commands.	120	240	2	0	362	3.34	Accepted
4	Commendation and awards to personnel motivate them	140	217	5	0	362	3.37	Accepted
5	The belief that one's commitment to hard work and discipline would be rewarded spurs officers and men in the commands.	110	242	8	2	362	3.27	Accepted
6	Promotion to the next rank especially after performing gallantly motivates officers and men	100	230	25	7	362	3.17	Accepted
7	Uplifting the Inspectors/rank and file who have obtained degrees and certificates to ranks commensurate to their qualifications would boost the morale of the Police Officers.	150	210	2	0	362	3.41	Accepted
8	Promotion improves the zeal of officers and men of the commands	110	230	15	7	362	3.22	Accepted
9	Promotion of Officers and men prepares them for greater responsibilities	80	240	30	12	362	3.07	Accepted
10	Promotion is a morale booster	120	237	4	1	362	3.31	Accepted
11	The members of the force are willing and ready to attend courses	90	210	50	12	362	3.04	Accepted
12	Attending courses will improve the psyche and skills of officers and men	140	220	2	0	362	3.38	Accepted
13	The top echelon of the force adequately provide enough funds and other logistics for the courses	70	220	50	22	362	2.93	Accepted
14	Officers and men have equal opportunity in attending courses in the commands	50	190	80	42	362	2.69	Accepted
15	The courses help to motivate officers and men of the force	130	230	2	0	362	3.35	Accepted
16	The provision of low cost housing for officers and men owner-occupier basis helps to motivate them	100	200	40	22	362	3.04	Accepted
17	The availability of the Health Insurance Scheme in the force helps to energize the personnel	140	210	10	2	362	3.35	Accepted
18	The thought that one's retirement benefits would be paid and on time spur them	150	205	6	1	362	3.39	Accepted
19	Scholarship awards to children/wards of serving officers and men of the Nigeria Police will enhance their job performance	130	198	30	4	362	3.25	Accepted
Grand mean							3.22	Accepted

Results in table 2 above; shows that all the nineteen items were accepted as the influences of the various motivational strategies adopted by the Nigeria Police Force on job performance of Officers and men of the Nigeria Police Force, Rivers and Taraba State Commands. Again, the grand mean which is **3.22** indicated that all the items were generally accepted as the ways the

various motivational strategies affect job performance of officers and men of the Nigeria Police Force Rivers and Taraba State commands and were therefore significantly accepted.

Hypothesis 1: There is no significant relationship between special welfare packages and job performance of officers and men of the Nigeria Police Force Rivers and Taraba State commands.

Table 3: Summary of the correlation analysis between special welfare package of the Nigeria Police force and job performance among Rivers and Taraba State commands.

Variables	N	Mean	Standard deviation	Coefficient of correlation (r)	Significance	Accepted level of significance	Decision
Special welfare package	362	3.26	2.106	0.496	0.02	0.05	Hypothesis is rejected
Job performance	362	18.44	1.118				

The table above reveals that when special welfare packages was correlated with job performance, an r-value of 0.496 was obtained (which shows a higher positive relationship between the two variables), significant at 0.02 (which is less than the chosen level of probability of 0.05) .This means that there is a higher positive relationship between the two variables which is found to be statistically significant. Therefore hypothesis 1 (no significant relationship between job performance and special welfare package) was rejected.

Hypothesis 2: There is no significant relationship between the various motivational strategies adopted by the Nigeria police and improved job performance by officers and men in the Rivers and Taraba State police commands. To answer the research question and test for the null hypothesis, multiple regressions were used.

Table 4: Summary of the multiple regression analysis of the relationship between the various motivational strategies adopted by the police officers and job performance by the officers and men in the Rivers and Taraba State Police commands.

Variables	Mean	SD	R	R-Square	Adjusted R
Job performance	2.48	1.118			
Commendation	3.32	0.813			
Special promotion	3.24	0.839	0.828	0.686	0.192
Special courses	3.08	0.777			
Special package	3.26	2.106			

The results in table 4 revealed that the mean score of the variables are 2.48, 3.32, 3.24, 3.08 and 3.26 for job performance, commendation, special promotion, special professional courses and special welfare package respectively.

The multiple regression coefficient obtained is 0.828 at a 0.023 level of significance(which is lower than the accepted 0.05 level of significance) while the R² is 0.686.This means that the four motivational strategies jointly had a statistically significant high positive relationship with job performance by the officers and men in the Rivers and Taraba State Police Commands and that about 69% of the improved job performance among the police officers can be accounted for by the motivational strategies while the remaining 31% may be due to other factors outside the scope of this study.

Summary of Findings

The findings of the study show that:

1. the relationship of each of the motivational strategies on job performance among the Police Officers indicate a positive relationship with job performance among the police officers and men of the Rivers and Taraba State Police Commands, which was found to be statistically significant.
2. The four motivational strategies when taken jointly on job performance among the police officers indicated a high statistically significant positive relationship with improved job performance.

DISCUSSION

RQ 1. *What is the relationship between special welfare packages of officers and men and their job performance in Rivers and Taraba State Police Commands?*

Ho 1. Relationship between Special Welfare Packages and Job Performance among Officers and men in Rivers and Taraba State Police Commands.

To answer the research question above and test the corresponding null hypothesis, the mean score analysis and Pearson Product Moment Correlation Coefficient were employed respectively. The results obtained indicated a high positive relationship between the two variables, which was found to be statistically significant. The result is in agreement with Iwarie-Jaja (2007) and Alemika (2013) who postulated in their various studies that a positive relationship exists between special welfare packages and improved job performance of employees. Arase (2015) has posited that adequate housing, health care scheme, proper retirement initiatives by the force and award of scholarships to children/wards of officers will improve the job performance of public servants. He averred that the absence of these motivational strategies will lead to disaffection among workers and this will negatively affect job performance. The result of the study is true because Officers and men are most likely to improve their job performance when they are properly cared for through special welfare packages in the form of provision of health care, award of scholarship to children/wards, provision of low cost housing scheme and timely payment of pensions/gratuity. These packages will boost the morale of Officers who would put in their best in the performance of their duties of law enforcement.

RQ 2. *To what extent have the various motivational strategies adopted by the Nigeria Police Force improved job performance by Officers and men in the Rivers and Taraba State Police Commands?*

Ho 2. Relationship between the application of the motivational strategies and improved job performance of Officers and men in Rivers and Taraba State Commands.

To answer the research question above and test the corresponding null hypothesis, the mean score analysis and multiple regressions were employed respectively. It was found that the four motivational strategies jointly had a statistically significant high positive relationship with job performance by Officers and men of the Nigeria Police in Rivers and Taraba State Commands. It could be noted that the joint application of motivational strategies would lead to 69% improvement of job performance among officers and men of the Nigeria Police in Rivers and Taraba State Commands. This is in line with Nmerole (2007) & Karimu (2008) who both agreed that the absence or poor implementation of motivational strategies in the Nigeria Police have led to poor job performance. They averred that the proper implementation of motivational strategies would boost the morale of Officers and men and thereby improved job performance. The study has shown that adequate implementation of the selected motivational strategies would enhance the psychic view of the Officers and men who would then channel their energies to improve job performance of the Police.

In summary, the joint motivational strategies had a high positive and significant relationship with job performance of Officers and men of the Nigeria Police in Rivers and Taraba State Commands

CONCLUSION

- The motivational strategies have a high positive relationship with job performance of the Officers and men of the Nigeria Police, Rivers and Taraba State Commands. This relationship was found to be statistically significant.
- Some motivational strategies individually have low positive relationship with job performance of the Officers and men of the Nigeria Police, Rivers and Taraba State Commands.

- The educational qualifications and motivational strategies have a high positive and statistically significant relationship with job performance of Officers and men of the Nigeria Police, Rivers and Taraba State Commands.

RECOMMENDATIONS

Based on the results of the study, it is recommended that

1. The Police hierarchy should make provisions for in-service courses in collaboration with other tertiary institutions for Officers and men in the Nigeria Police to improve their academic standing.
2. The government, especially at the centre and the Police hierarchy, should implement the motivational strategies (Commendations/rewards, Special Promotions/postings, special professional courses and special welfare packages) in the Nigeria Police in a manner devoid of tribalism and nepotism.

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