

RESTRUCTURING THE NIGERIAN STATE FOR SUSTAINABLE DEVELOPMENT

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ABSTRACT

This study examined the effect of restructuring on sustainable development in Nigeria by using descriptive survey design. Population was 5913 registered unemployed graduates, while a sample size of 350 was determined through probability sampling technique. Respondents were selected randomly but 311 were used showing a response rate of 88 percent. Item structured instrument was developed to generate data. Statistical Package for Social Sciences (SPSS) software version 21.0 was used for data treatment. Simple summary statistics were applied to present data, while correlation and multiple regression were used for data analysis. The coefficient of determination R^2 indicated that 68 percent systematic variations in: national development in Nigeria was explained by changes in the predictor variables. The study concluded that restructuring is necessary for sustainable national development. It recommended diligence in strengthening democratic institutions to curb impunity, corruption, disregard to rule of law and consensus building in Nigeria.

Key Words: Restructuring, National Development, Power Devolution, Public Relations Strategies, Rule of Law, Consensus Building

1.0 Introduction

Nigeria has in recent times witnessed great abuse of democratic institutions which has resulted in high level of insecurity, disregard to rule of law, massive impunity in the society and agitations for autonomy by different sections for effective management/administration of smaller units

Agitations for disintegration resulting in the formation of regional or ethnic militia by large segments of the national population¹ seem to threaten the continued existence of Nigeria. Dynamics of disintegration manifest on regular frequencies as evidenced in deception and dishonesty which largely drive the perpetuation of high profile elite corruption with impunity leading to the level of underdevelopment of Nigeria arising from mutual suspicion experienced from the national political structure since independence. (Akinterinwa 2016)

The prolonged military interregnum in national politics added its own milieu to the problems. It is a national record that all state creations were carried out by the military from twelve to nineteen, twenty one to thirty, and presently to thirty six states structures. No civilian administration had been able to create a state in Nigeria due mainly to distrust and insincerity, leading to inability to correct the imbalances caused by the military between northern and southern Nigeria.

Good governance has been thrown over-board and leaders preoccupy themselves with the construction of dubious ideologies, personality cults and looting of state treasuries expressed by Anatusi, and Nnabuko (2013). As political decay, uncertainty, violence, and disillusionment have replaced the pride of a united peaceful nation experienced after independence, fractions of the power elite have been busy constructing parallel structures of power and opportunities. evidenced in the creation of powerful individuals instead of powerful democratic institutions, use of foreign schools for their wards, reliance on foreign hospitals for medical attention, use of foreign banks, airlines and advisers; use of private

security in place of public police, reliance on private water bore-holes and private electricity generators in place of publicly provided alternatives, and investments abroad rather than in the local economy. It is unfortunate that despite these experiences the present structure makes the situation more unstable as violence, corruption and poverty fully abound (Ukoima, 2016).

In trying to turn Nigeria into a corruption-free society, the nation has experimented with many policies without success through the judicial commissions of enquiry, the Code of Conduct Bureau, Public Complaints Commission, Mass Mobilization for Social Justice and Economic Recovery [MAMSER], 'Independent Corrupt Practices Commission [ICPC],. The government's campaign against corruption manifests also in the setting up of the Due Process Office which oversees and demands that standard processes be followed in the execution of government activities and projects, the Economic and Financial Crimes Commission [EFCC]. In spite of these established institutions Corruption, nepotism, impunity and abuse of office have weakened them and polarized the nation. The calls for sovereign national conference are further indications of the need for better options to redefine the processes for continued existence in the national polity.

The current agitations for restructuring with emphasis on resources control demonstrate the perceptions of lopsided nature of distribution of national wealth. Although it is now clear that the outcome of integration policies and programmes in Nigeria has fallen far below expectation, as ethnic loyalties are still deeply seated, and may be seen as the major cause of this failure (Eaglesland, 2012). Agitations for autonomy, alienation from the states and its custodians, and the withdrawal of support for public policies dominate national polity, with other ills of the society.

Statement of the Problem

Nigeria since independence in 1960 has had several regimes and governments with each demonstrating its commitment to strengthening federalism in the country. The nation's kind of federalism concentrates so much power in the central authority which claims ownership of resources produced at local levels, exploits the resources, and decides on allocation formula on how fortunes from these resources would be distributed among it and other levels of governments. In true federalism, the real owners of resources but not government at the centre take responsibility for exploiting resources and remit taxes to the central authority based on their earnings, while the central government retains the power of taxation and regulatory authority over standards. This system gives local authorities greater autonomy to address peculiar issues, while enhancing accountability and contributing to the general good of the country. Herdsmen are pushing southwards which often results in high rate of herdsmen and farmers conflicts in most political zones of Nigeria in addition to the federal government's insensitivity to the plight of helpless farmers by frequent cattle rustling in all parts of Nigeria. Possibly, the greatest challenge facing Nigeria presently is the threat to national unity, as domination tensions; by the Fulani-ethnicity-based identity politics has enveloped national consciousness. The issue of evaluation of restructuring efforts, and of determining the bases on which the proponents should be held 'accountable', is still hotly debated. In a sense, the goals of restructuring are both critical and difficult to pin down.

Objectives of the Study

The broad objective of this study is to determine the effect of restructuring on sustainable development of Nigeria. Restructuring in this paper does not imply the breakup of the nation but seeks to strengthen democratic institutions, to provide for equitable treatment of the federating units, to reduce impunity, insecurity and recklessness by the political elites in the society. The specific objectives are to

1. Assess the effect of more power devolution on sustainable development of Nigeria
2. Identity how public relations strategies contribute to sustainable development of Nigeria
3. Investigate the depth to which strict adherence to the rule of law improves sustainable development of Nigeria
4. Verify the extent that consensus building on restructuring agenda determines sustainable development of Nigeria

Research Questions

1. How does more power devolution affect sustainable development of Nigeria?
2. To what extent do human relations strategies contribute to sustainable development of Nigeria
3. To what depth does strict adherence to the rule of law improve sustainable development of Nigeria?
4. To what extent does consensus building on restructuring determine sustainable development of Nigeria?

Hypotheses of the study

The following null hypotheses were formulated to guide the study.

- H₀₁** more power devolution does not significantly affect sustainable development of Nigeria.
- H₀₂** public relations strategies do not significantly contribute to sustainable development of Nigeria
- H₀₃** strict adherence to the rule of law does not significantly improve sustainable development of Nigeria
- H₀₄** consensus building on restructuring does not significantly determine sustainable development of Nigeria

Significance of the Study

This study explains the web of relationships between knowledge of restructuring and sustainable development of Nigeria and to provide a framework that indicates how to bridge critical gaps between knowledge of more power devolution, public relations strategies, strict adherence to the rule of law, and consensus building on restructuring for sustainable development. The study would be of significance to policy makers and the three tiers of government to enable them formulate, implement, and evaluate policies on sustainable development of Nigeria. The study is of immense benefit to the teeming unemployed youths by providing groundwork on the knowledge towards job creation, new venture creation, self-employment and for being active economic citizens. Research institutions, students, business support agencies and the general public will benefit from the study as it will provide data for further studies

Scope of the Study

The study was limited to the south east zone of Nigeria and it covered only registered unemployed graduates with the state ministries of Youths and Sports. It explored the use of talents to create knowledge orientation for sustainable development that indicates how to bridge critical gaps between knowledge of power devolution, public relations strategies, strict adherence to the rule of law, and consensus building on restructuring for national development.

Limitations of the Study

The study was carried out across five states in the south east geo-political zone of Nigeria which involved the pressure of extensive travelling. There was the constraint of reaching most of the respondents for oral interview to compliment the data from the instrument. The mobile schedules of most respondents did not allow them enough time to give full attention to the questionnaire. It was not easy to access the lists of registered unemployed graduates from the state ministries due to bureaucratic bottlenecks. It was also difficult to sort the registered graduates from registered unemployed youths because of multiple registrations. In spite of these challenges, the study was carried out with diligence by accessing publications of the ministries and by engaging the services of volunteers in questionnaire distribution, regular visits to the respondents to act on the questionnaire, and requests for telephone conversation.

2.0 Review of Related Literature

The United Nations seeks to end poverty, protect our planet's stability, and ensure a life of dignity for all with the aim to mobilize critical factors in achieving the Sustainable Development (WBCSD 2015), which is about a revolutionary change in the approach to issues that move towards three goals of environmental protection, social wellbeing and economic development at the same time, while National development implies development in all sectors of the economy. Consequently, national development .by implication covers all the sectors, including administrative functions which expect office holders, to aspire for accelerated national development to take place. Administrations in both private and public organizations must be practiced the way it is done in the western society with little modifications in line with the situations on ground. (Omolaja 2009)

Restructuring is of historical, cultural and institutional context as a framework that is particular to each country and region in designing such sweeping changes in structure shaped by current and historical circumstances. Papagiannis, Easton and Owens (1992) state that different definitions have been given to the restructuring movement with different diagnoses of the ills of the nations and different proposals for their cure borrow the same label. However all at least have a common concern to reform some aspects of the structure of the nations., which refer to norms and practices of decision-making regarding three critical areas of life: (1) methodology (2) administrative management and organization; and (3) the generation, allocation and use of resources. The term deals with fundamental reforms in each of these three aspects. It is sometimes less frequently considered a call for thorough ongoing reform of the way in which resources are generated and spent.

As highly noticed symptoms of public malaise concern several constituencies and from several viewpoints, the call for restructuring represents, "a fragile consensus that public institutions as presently constituted, are not capable of meeting society's expectations. It uses terms such as empowerment, choice, decentralization, debureaucratization, professionalism, privatization, accountability in defining the topic because each of these terms represents somewhat different ideas about what needs to be improved on and somewhat different theories about how to proceed. All these notions, however, are frequently bracketed together under the heading of restructuring. The concept of 'restructuring' has a great deal of surplus meaning that, really represents different schools of thought; and these, instead of becoming a rallying point for reformers, turn into occasions for conflict and debate or, as some have suggested, it is just another word for reform: the latest wave of a movement that has been on-going for decades and whose meaning and direction have always been hotly contested.

European experience, United Nations (2003) explains the three main dimensions to restructuring decisions, as (a) the vertical organizational structure in terms of the degree of separation between

infrastructures and services (b) the nature and extent of competition to be created and (c) the extent of private sector participation. Industries are undergoing transformation in many countries from being poorly managed with mounting financial losses to more efficient market-oriented industries with more commercial outlook and increased competition. Private Sector Participation refers to the extent, of private sector participation in the provision of infrastructure and or services, and Degree of Competition refers to the extent which there should be competition either 'for the market' or 'in the market'.

Empirically, Baba and Aeysinghe (2017) state that over centralization of power and resources is part of the threats confronting Nigeria's national unity and recommended decentralization of power and resources to the federating units as part of the alternatives needed to re- position Nigeria towards sustainable national unity. Anatusi, and Nnabuko, (2013) focus on how to curb corruption to aid true image and development in Nigeria through public relations strategies and strict adherence to the rule of law. Prata, Progianti, & David, (2014) reflect on the productive restructuring dimensions in Brazilian healthcare, which shows that despite the negative impacts in the field of work, there has been an appreciation of living labour in obstetrics in a context which enjoys favourable changes in labour care, through the introduction of obstetrical nursing and implementation of health care technologies Skaburskis, (1992) examines the process of change and the options the senior government may consider when facing conflicts raised by municipal incorporation, annexation, or amalgamation proposals. The paper is about Canadian cities, but the discussion is based on literature drawing on insights and experience gained in Europe, the United States, and Australia as well as in Canada. Marimuthu, (2009) explains that fundamental reason for carrying out corporate restructuring is to further enhance the long-term survival of firms through greater efficiency and cost-effectiveness. As a result, firms are bound to conduct financial restructuring as part of their corporate restructuring program, which involves some adjustments on their capital structure as there is a need for changes on either their debt or equity proportions. The article explored certain critical areas of capital structure. The argument here is based on the life cycle of a company, firm specific characteristics and type of business dimensions.

Oghiagbephan, (2015) observes that successful development strategy entails more than just formulating economic policies, investing in physical capital, or closing the gap in capital, but also involves designing educational curriculum that has economic relevance, having the ability to bridge the gap in economic need. This is where Nigeria and most developing countries are lacking in policy relevance. Adetoye, (2016) examines the notion that federalism, additional creation of states and adoption of the federal character principle in sharing national resources among the various peoples that constitute the country, would engender unity, covariance and integration among the disparate Nigerian population. The study found out that in spite of the fact that Nigeria has assumed a 36 state structure, from a 3 region structure in 1960 at independence, further agitations and demands for creation of additional states have not abated, so also is ethnic attachment and primordial sentiments among the lingua-cultural groups in the country. This is evidenced in the various ethno- religious conflicts that pervade the "nation".

Nkwede, (2013) studies consensus building through public sector restructuring and governance in Nigeria and revealed, that bad leadership significantly affects the implementation of the structuring programmes in Nigeria's public sector. The paper recommended that initiators of restructuring should understand the relationship between public sector restructuring and organizational culture, build consensus on restructuring agenda between the political actors, drivers of restructuring and the bureaucracy regarding the scope, strategy and implementation modalities of the restructuring process, strengthen the implementation and coordination mechanisms for restructuring and strengthen central agencies crucial to change. Implication of the finding is that it is only full implementation of public

sector restructuring that can bring about the attainment of greater efficiency for the study to lead to socio-economic transformation.

Hackett (2014), observes that the recent financial crisis has prompted a re-evaluation of the global market system through using a Marxist inspired theory of development, dependency, to understand relationships within the global market. Findings indicate that increasingly, nations are becoming irrelevant which in itself presents a problem as, whereas the main actors in the global market today are “above” inter-state relations, the organs that regulate their behaviour still are grounded in inter-state rhetoric.

Joshua and Kivuva, (n.d) examines restructuring of Kenya constitution and concluded that the 2010 Constitution of Kenya by strict adherence to the rule of law has addressed many of the governance problems experienced in Kenya since independence, but more so has created new structures that make the government more accountable and transparent., which, together with the optimism of a new constitution, provide the country with a renewed sense of “rebirth” and a new beginning for the country.

3.0 Theoretical Framework

This study is anchored on dependency theory, because there has always been dependency and, as an extension, there have always been dependent relationships in the practice of capitalism. Dependency helps to explain the emergence of crisis and future implications (Castells and Laserna, 1989). Hackett, (2014) explains dependency theory as a branch of development theory which suggests the existence of a core of wealthy “developed” states and a periphery of poorer “underdeveloped” states, where resources are extracted from the periphery to sustain economic growth in the “core”,. Whereas the core develops, the periphery under develops, leading to a widening inequality gap. In Nigeria Northern political leaders feel that resources must be exploited from the south or that resources in Nigeria should be used to develop the north at the expense of other parts of the country as a reflection of dominance which exerts negative effects on national development. Dos Santos’ (1973) “conditions of dependence” and Frank’s (1966, 1991) “underdevelopment” have studied in this area the basic hypothesis of dependency that “development and underdevelopment are partial, interdependent structures of one global system. Dos Santos (1973) considers it as “a conditioning situation in which the economies of one group of countries are conditioned by the development and expansion of others.” Dependent relationships exist “when some countries expand through self-imposition, while others, being in a dependent position, can only expand as a reflection of the expansion of the dominant countries which may have positive or negative effects on their immediate development” (Dos Santos, 1973). “The relations of dependence which these countries are subjected, conform to a type of international and internal structure that leads to underdevelopment or, more precisely, to a dependent structure that deepens and aggravates the fundamental problems of their peoples” (Dos Santos, 1973), as being experienced in Nigeria.

Underdevelopment is the result of dependence. Dependency considers underdevelopment the result of unequal power relationships between core and peripheral economies. Developing countries are not poorer, or less developed, because they are behind in scientific discoveries, rather as a by-product of being coercively integrated into a system, purely for the exploitation of natural resources and labour market (Dos Santos, 1973). The pressure to conform to a foreign system was not necessarily the best option for countries where infrastructure and human capital were considerably different to those of most European nations as Latin America and Sub Saharan Africa, used at the time, to prove Dos Santos’ hypothesis about how economies developed, suggesting that development was conditioned by the requirements of the core. The pathway of development thinking in Africa, and how dependency

theorists' incorporation of underdevelopment has helped frame policy approaches on the continent, is also interesting. With Ghana today, the embedded nature of underdevelopment and dependency can be understood. Ghana is a former colony of the British Empire trading in gold and cocoa, Infrastructure in Ghana was designed to ensure efficient transportation of natural resources to ports, highlighting how economic dependence led to underdevelopment of infrastructure beyond that required for exportation (Jedwab & Moradi, 2012). From a social/cultural dependency aspect, laws of the British Empire were transplanted into Ghanaian law and failed to reflect customary laws, which had previously prevailed. Today, Ghana is still largely dependent on natural resources for trading purposes, but, despite independence, retains laws related to colonialism where ingrained underdevelopment remains with regard to infrastructure.

3.0 Methodology

The study adopted descriptive survey design. Thus, a sample size of 350 respondents was determined through probability sampling technique from the population of 5913 unemployed graduates with formula by Taro Yamane (1964).

The instrument for data collection was questionnaire designed on a 5-point Likert scale. The instrument was given face and content validity. Its reliability was tested. A face-to-face method of questionnaire administration was employed to ensure a high rate of return. 311 copies of the questionnaire were correctly completed and used indicating a response rate of 88%. Descriptive statistics were applied for data presentation while correlation and multiple Regression method were used for data analysis. The study employed multiple Regression analysis to determine the necessity of restructuring in sustainable development in Nigeria. Statistical Package for Social Sciences (SPSS) software version 21.0 was used for data treatment. The regression model was represented as;

$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_n X_n + e$ Where;

Y = National Development in Nigeria (NDIN) a = Constant Term β = Beta coefficients X_i = More Power Devolution (MPD), X_2 = Public Relations Strategies (PRS), X_3 = Adherence to Rule of Law (ARL), X_4 = Building Consensus on Restructuring (BCR) and e = Error Term.

4.0 Data Presentation and Analysis

The data generated from the respondents were presented, analysed and interpreted. Three hundred and fifty copies of the questionnaire were distributed to the respondents, out of which three hundred and eleven were properly filled and used as relevant to the study. The demographic features of the respondents such as gender, marital status, age bracket, educational qualifications and working experience were presented and analysed in

Table 4.1: in appendix A Demographic Profile of the Respondents

A high proportion of the respondents (59%) were males while 41% of the respondents were females 40% were single, 59% were married while the remaining 7% of the respondents were either divorced or separated. 76% had either Bachelor of Science (B.Sc.) or Higher National Diploma (HND). 20 possessed MSc/MBA while the remaining 4% had PhD and other qualifications. The table further revealed the age bracket of the respondents. The distribution showed that 14% were between 20 to 30 years while 108 representing 35% were within the age bracket of 31 - 40 years. On the same note, 41% were within the age bracket of 41 – 50 years while the remaining respondents representing 10% are within 51 years and above.

Descriptive Analysis

This section presents the descriptive statistics on restructuring and sustainable development in Nigeria. The analysis of the individual characteristics of these variables is presented in the table in appendix. A below

The table shows the extent of association between the dependent and independent variables of the study. The correlation coefficient between More Power Devolution and sustainable Development in Nigeria shows the value of 0.141 which is statistically significant at 0.01 level of significance. This indicates that More Power Devolution has a positive moderate relationship with sustainable Development in Nigeria. Public Relations Strategies (PRS) recorded a correlation coefficient of 0.49 with sustainable Development in Nigeria and this is statistically insignificant and shows that Public Relations Strategies (PRS) have weak relationship with sustainable Development in Nigeria.

Furthermore, the correlation between degree of adherence to rule of law and National Development in Nigeria recorded a correlation coefficient of 0.216 which is statistically significant at 0.05 level of significance and indicates that degree of strict Adherence to Rule of Law (ARL) has a strong relationship with sustainable Development in Nigeria. Building Consensus on Restructuring (BCR) recorded a correlation coefficient of -0.290 with sustainable Development in Nigeria, showing that degree of Building Consensus on Restructuring has a strong relationship with sustainable Development in Nigeria.

Multiple Regression Analysis

Multiple regression result was employed to test the effect of restructuring on sustainable development in Nigeria. The result was presented in the tables below.

Table 4.4 Summary of the Regression Result

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate	of Durbin-Watson
1	.286 ^a	.682	.570	3.212	1.767

a. Predictors: (Constant), More Power Devolution, Public Relations Strategies, Adherence to Rule of Law, Building Consensus on Restructuring

b. Dependent Variable: sustainable Development in Nigeria Source: SPSS Version 21.0

Table 4.4 shows that R^2 which measures the strength of the effect of independent variables on the dependent variable has the value of 0.682, which implies that 68% of the variations in: sustainable development in Nigeria is explained by variations in more power devolution, public relations strategies, strict adherence to rule of law, and consensus building on restructuring. This is supported by adjusted R of 0.570. In order to check for autocorrelation in the model, Durbin-Watson statistics was employed. Durbin-Watson statistics of 1.767 in table 4.4 shows that the variables in the model are not auto correlated and that the model is reliable for predictions.

Table 4.5; ANOVA Result

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	281.805	4	70.451	6.830	.000
Residual	3156.413	306	10.315		
Total	3438.219	310			

a. Dependent Variable: sustainable development in Nigeria

b. Predictors: (Constant), more power devolution, public relations strategies, adherence to rule of law, and consensus building on restructuring Source: SPSS Version 21.0

The f-statistics value of 6.830 in table 4.5 with f-statistics probability of 0.000 shows that the independent variables have significant relationship with the dependent variable. This shows that more power devolution, public relations strategies, adherence to rule of law, building consensus on restructuring can collectively explain the variations in national development in Nigeria

Table 4.6 Coefficients of the Model

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.325	1.834		9.994	.000
More Power Devolution,	.118	.044	.151	2.660	.008
public relations strategies	.081	.051	.090	1.591	.113
Adherence To Rule Of Law	.091	.046	.109	2.980	.041
Building Consensus On Restrng	.174	.045	.215	3.908	.000

a. Dependent Variable: national development in Nigeria Source: SPSS Version 21.0

Table 4.6 shows the coefficient of the individual variables and their probability values. More power devolution has regression coefficient of 0.118 with a probability value of 0.008. This implies that more power devolution is significant in national development in Nigeria. public relations strategies has a regression coefficient of 0.081 with a probability value of 0.113 implying that public relations strategies do not significant affect national development in Nigeria.

Furthermore, Adherence to Rule of Law has a regression coefficient of 0.091 with a probability value of 0.049 which implies that Adherence to Rule of Law is disregarded as it reflects in low sustainable development in Nigeria. On a similar note, Building Consensus on Restructuring has a coefficient value of 0.174 and a probability value of 0.000. This shows that Building Consensus on Restructuring affects sustainable development in Nigeria.

Data presentation with summary statistics of mean and standard deviation showed consistency in the responses and explain demographic features of the respondent as a highly literate audience with capacity to discuss the subject matter demonstrated in the correlation analysis which showed that

- a. A % change in more power devolution would have a moderate positive effect on sustainable national development
- b. A % change in public relation strategies would have weak effect on sustainable national development
- c. A % change in adherence to the rule of law would have strong effect on sustainable national development which corroborates the finding of Adetoye (2016) findings.
- d. A % change in consensus building would have a strong effect on sustainable national development which corroborates the finding of Nkwede (2013) findings.

This suggests the need for more emphasis on more power devolution, adherence to the rule and consensus building as indicated in the correlation matrix. To corroborate the work of Oghiagbephan (2015) to close the critical gaps in policy implementation with federal character principles in sharing national resources.

Test of Hypotheses

Here, the four hypotheses formulated were tested using t-statistics and significance value of the individual variables in the regression result. The essence of this is to ascertain the effect of each explanatory variable on the dependent variable. The summary of the result is presented in the table below.

Test of Hypothesis One

H₀: more power devolution is not significantly and positively imperative in sustainable development of Nigeria.

H₁: more devolution is significantly and positively imperative in sustainable development of Nigeria.

In testing this hypothesis, the t-statistics and probability value in table 4.7 were used. More power devolution has a t-statistics of 2.980 and a probability value of 0.041 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypothesis which states that more power devolution is significantly and positively imperative in sustainable development of Nigeria.

Test of Hypothesis Two

H₀: Public relations strategies do not significantly and positively affect sustainable development of Nigeria.

H₁: Public relations strategies significantly and positively affect sustainable development of Nigeria

Public relations strategies have a t-statistics of 1.591 and a probability value of 0.113 which is statistically insignificant. Therefore, we accept the null hypothesis and reject the alternative hypothesis which states that public relations strategies significantly and positively affect sustainable development of Nigeria

Test of Hypothesis Three

H₀: strict adherence to the rule of law is not significantly and positively imperative in sustainable development of Nigeria

H₁: strict adherence to the rule of law is significantly and positively imperative in sustainable development of Nigeria.

The degree of strict adherence to Rule of Law has a t-statistics of 2.980 and a probability value of 0.041 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypothesis which states that the degree of strict adherence to the rule of law is significantly and positively imperative in sustainable development of Nigeria.

Test of Hypothesis Four

H₀: The degree of consensus building on restructuring agenda does not significantly and positively affect sustainable development of Nigeria.

H₁: The degree of consensus building on restructuring agenda significantly and positively affects sustainable national development of Nigeria.

The degree of consensus building on restructuring agenda has a t-statistics of 3.908 and a probability value of 0.000 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypothesis and conclude that the degree of consensus building on restructuring agenda significantly and positively affects sustainable development of Nigeria.

Discussion of Findings

This work examined the effect of restructuring on sustainable development of Nigeria. A total of 311 unemployed graduates were studied. The hypotheses formulated were tested using multiple regression analysis. From the analyses the study found that more power devolution is significantly and positively imperative in sustainable development in Nigeria. This agrees with the findings of Baba and Aeysinghe (2017) that over centralization of power and resources is part of the threats confronting Nigeria's national unity and recommended decentralization of power and resources to the federating units

The study also found that the level of public relations strategies does not significantly affect sustainable development of Nigeria. This disagrees with the findings of. Anatusi, and Nnabuko, (2013) who focused on how to curb corruption to create true image and development in Nigeria through public relations strategies and strict adherence to the rule of law.

The study agrees with the findings of Joshua and Kivuva (n.d) Strict adherence to the rule of law stated that since the repeal of Section 2(A) and the return of multiparty politics in Kenya in 1991, which has not only significantly restructured the government and redesigned how the people relate to it, but has also established new system of governance, that is more responsive, accountable, and transparent.

Finally, the study shows that the degree of building consensus on restructuring affects sustainable development in Nigeria. This agrees with the findings of Skaburskis, (1992) in Canada who examined the goals of senior government in considering proposals for changing the size of local jurisdictions. The process of change and the options the senior government may consider when facing conflicts raised by municipal incorporation, annexation, or amalgamation proposals are considered drawing on insights and experience gained in Europe, the United States, and Australia as well as in Canada. Nkwede, (2013) studied consensus building on restructure through public sector restructuring and governance in Nigeria: perspectives, processes and challenges draws attention to the issues affecting the smooth implementation of restructuring efforts in Nigeria. The paper revealed, that bad leadership significantly affected the implementation of structure programmes in Nigeria's public sector and recommended that initiators of restructuring should understand the relationship between public sector restructuring and organizational culture, to build consensus on restructuring agenda between the political actors. Implication of the finding is that only full implementation of public sector restructuring -can greater efficiency, productivity and lead to socio-economic transformation.

5.0 Summary, Conclusion and Recommendations

Summary of Findings

This work examined the effect of restructuring on sustainable development of Nigeria using a total of 311 unemployed graduates. The hypotheses formulated were tested using multiple regression analysis. Based on the analyses, the study found that

1. More Power Devolution has a moderate positive correlation with sustainable development of Nigeria. This implies that a higher degree of More Power Devolution will cause moderate increase in sustainable national development
2. The study also found that the level of public relations strategies has a weak correlation with sustainable development of Nigeria. This implies that changes in public relations strategies will not a cause appreciable change in sustainable national development.
3. The study also revealed that the level of adherence to rule of law has strong correlation with sustainable development of Nigeria. This implies that any change in adherence to rule of law will strongly build strong democratic /social institutions of states or regions, thereby destroying strong individuals. This is the level Nigeria needs most at the moment.
4. Finally, the study revealed that the degree of consensus building on restructuring has strong correlation with sustainable development of Nigeria. This implies that any change in consensus building on restructuring would strongly increase sustainable development of Nigeria

Conclusion The study concluded that there is need for more emphasis on power devolution, strict adherence to rule of law and consensus building as indicated in the correlation coefficients which implies that their t values indicated that they make more individual contributions and are therefore, imperative for sustainable development of Nigeria since they are inseparable from the sphere of people's patterned behaviours that are represented in terms of the pervasive and shared beliefs, norms, values, and symbols that guide everyday life of different groups of people. Any attempt at development is influenced by the structure for understanding these social institutions as indispensable conditions for success in sustainable development. Therefore, this study concludes that these democratic institutions form the bedrock of meaningful existence and participation in sustainable national development.

Recommendation

Based on the findings and conclusion, this study recommends that:

1. Different tiers of government in Nigeria especially the federal government should release more powers to lower levels to make for more inclusive participation in governance in managing the affairs of the state as any negligence might cost disintegration/unexpected outcomes
2. The political class should understand the expectations of the electorate and adjust to them as they are the requirement for the success of any representatives who act in civilized democracies. This is the essence of public relations strategies.
3. The political elites should be trained in strategies, temper control, international manners, and other aspects of political culture to gain better knowledge of democratic ideals that are helpful in understanding the business of representing constituencies in government and administrative styles most appropriate for any constituency, state or region through adherence to rule of law.
4. It is important that the political elites who represent constituencies at various levels become aware of the cultural differences and their possible influences in the success of their jobs, by recognizing that representation is inseparable from the sphere of patterned behaviours that reflect consensus building in terms of the pervasive and shared beliefs, norms, values, and symbols that guide everyday life of different groups of people who are being represented.

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Appendix A

: Table 4.2 Descriptive Characteristics of the Variables

Variables	Mean	Standard Deviation
National Developm in Nigeria (NDIN)	20.28	3.330
More Power Devolution (MPD)	17.82	4.255
Public Relations Strategies (PRS)	17.86	3.697
Strict Adherence To Rule Of Law (SARL)	18.27	4.109
Building Consensus On Restrng (BCR)	18.78	4.264

Source: Author's Compilation from SPSS Version 21, 0

This table presents the summary of statistics used in the analysis. It provides information about the mean and standard deviation of the variables used in the study. The mean value for National Developm in Nigeria (NDIN is 20.28 while the standard deviation is 3.330. More Power Devolution (MPD) and Public Relations Strategies (PRS) recorded a mean value of 17.82 and 17.86 with a standard deviation of 4.255 and 4.3697 respectively Adherence To Rule Of Law (ARL) and Building Consensus On Restrng (BCR) have mean value of 18.27 and 18.78 with standard deviation of 4.109 and 4.264 respectively.

4.3 Correlation Analyses

Here, Pearson correlation was employed to measure the strength of relationship between independent variables. The Pearson correlation coefficient is a measure of the strength of a linear association between two variables and is denoted by r. Table 4, 3 below shows the summary of correlation coefficient.

Table 4.3 Correlation Matrix

	NDIN	MPD	PRS	ARL	BCR
Pearson Correlation National Developm in Nigeria	1	.141"	.049	.216"	.290"
NDIN		.013	.388	.000	.114

N	311	311	311	311	311
Pearson Correlation More Power Devolution (MPD)	.141"	1	-.247"	-.049	.024
Sig. (2-tailed)	.013		.000	.394	.672
N	311	311	311	311	311
Pearson Correlation Public Relations Strategies (PRS) Sig. (2-tailed)	.049	-.247"	1	-.020	-.075
	.388	.000		.728	.189
N	311	311	311	311	311
Pearson Correlation Adherence To Rule Of Law (ARL)	.216"	-.049	-.020	1	.075
Sig. (2-tailed)	.000	.394	.728		.189
N	311	311	311	311	311
Pearson Correlation Building Consensus On Restrng (BCR) Sig. (2-tailed)	.290"	.024	-.075	.075	1
	.114	.672	.189	.189	
N	311	311	311	311	311

Particulars

No. of Respondents

Percentage

(2-tailed). Source: Author's
Compilation From SPSS Version
21.0.

*. Correlation is significant at the
0.05 level (2-tailed). Correlation is
significant at the 0.01 level

a. Dependent Variable: national development in Nigeria

Demographic Variables

Female	126	41
Male	185	59
Single	124	40
Married	166	53
Separated/Divorced	21	7
B.Sc./HND	236	76
MSC/MBA	62	20
PhD and others	7	4
20 - 30 years	42	14
31 - 40 years	108	35
41 - 50 years	128	41
51 years and above	33	10

independent Variables	t	Sig.
(Constant)	9.994	.000
More Power Devolution, public relations strategies	2.660 1.591	.008 .113
Adherence To Rule Of Law	2.980	.041
Building Consensus On Restrng	3.908	.000

Source: Authors Compilation from the Regression Result

Source: Field Survey, 2019