

NATIONAL TRANSPARENCY AND CITIZENSHIP BEHAVIOUR OF PUBLIC SECONDARY SCHOOL TEACHERS IN RIVERS STATE

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Abstract

This study empirically examined the extent to which national transparency relates with citizenship behaviour. The study focuses on secondary school teachers in Rivers state. This study was inspired by the increase in juvenile deficiency in the state and the fact that most of the age bracket are secondary school students. The study was also inspired by the fact that both the teachers and even the government have become almost helpless in curbing this quagmire. The dimensions for national transparency are declaration of assets, access to information and independent judiciary/parliament. The measures of citizenship behaviour are altruism and sportsmanship. The respondents for this study were teachers from both federal and state owned public secondary schools in Rivers state namely, Federal Government College, Army Day Secondary School, Rumuokwuta Girls Secondary School, Rumueme Girls Secondary School and Nkpolu Oroworukwo Secondary School. Twenty five (25) copies of research instrument were distributed to each of these school making a total of 125 copies. Hypotheses were tested using Spearman Rank order Correlation. This was

done with the aid of SPSS version 21. The findings revealed that national transparency has a significant relationship with citizenship behaviour with the relationship between declaration of assets and altruism being the weakest while the relationship between access to information and sportsmanship was the strongest. The study further recommends that government should understand the behaviour of citizens are reciprocal behaviour and their actions are modelled by the citizens especially teachers of public secondary schools.

Keywords: Citizenship behaviour, altruism, sportsmanship, national transparency, declaration of assets, access to information, independent judiciary, parliament.

Introduction

Organizational Citizenship Behavior as a discipline explains human behavior; the reasons for different types of behavior, its advantages and disadvantages (Pierce, and Jussila, 2011). It deals with phenomena that affects individuals, teams and groups. Organisational citizenship studies emerged in the early 1980s to describe employee

behaviour within different organisations' social systems and since then, it has developed into a significant field of study because of the growing importance of autonomous and team-based work in place of strict, traditional hierarchies (LePine, Erez, and Johnson 2002). As a result, understanding organisational citizenship behaviour (OCB) is increasingly necessary to the maintenance of organisations' social systems and employee roles within them. There is consensus in the field that organizational citizenship behaviors are salient behaviors for organizational enterprises. However, the antecedents of organizational citizenship behaviors are not well established. Organ (1988) suggested that high levels of OCB should lead to a more efficient organization and help bring new resources into the organization.

In Organ's explanation, securing needed resources refers not only to the attraction of new members or raw materials, but also to such intangible factors as organization's good will, or the external image and reputation of the organization. Individuals' OCB can be affected by their predispositions as well as their adaptation to perceived benefits from this type of behaviour. Organ (1977) points out that because two people exhibit the same form of OCB, there is no indication that it stems from the same motivation. Thus, of two people exhibiting courtesy, one may be motivated by image management and another by concern for the quality of the work climate. Similarly, a single OCB may serve more than one motive: one person may work extra hours from desires both to contribute to an excellent result, and to gain attention in hopes of promotion, the extra

hours scoring benefits both to the individual's status and the quality of the organisation's work (Boiral, & Pascal 2012). OCB in Nigeria is still very scanty despite the Nigerian economy being branded as a 'depressed economy'. The notion of a 'depressed economy' according to Akinmayowa (2006) presents negative implications for the psyche and morale of the Nigerian employee especially teachers in public secondary schools. Where morale is low, attitude to work is often negative, and this portends graver implications for the management of human resources in Nigerian organisations. Consequently, getting 'depressed' employees to deliver on their job description becomes an almost insurmountable challenge. The foregoing analysis most likely gives the impression that Nigerian employees may be far from exhibiting OCB. However, the works of Onyishi (2007) have suggested otherwise. A considerable high level of OCB exists in Nigerian organisations. What is yet to be known are the major determinants or predictors of such behaviours

Transparency is process or a mechanism of knowing (Shrivastava, 2015). Transparency in its literal meaning refers to the state of being easily visible throughout. Politically speaking, it is a developing phenomenon of ascending trust. It is a passage of increasing infidelity on the government by citizens and by government on citizens (TAI, 2014). It is a process of prolonged sharing of thoughts necessary in governing the state. Transparency, as we understand in laymen language is a way to see through the working of government. This is in itself a way of empowering people and living by ideals of democracy. Most of the times,

transparency is seen as one sided process. The government or the ruler has access to the citizen's activities. But the government is much reluctant to share allow the same when citizens demand. This gives rise to loss in trust in governments' working and raises questions in all lengths and breadths (Neilsen,2010).

As Florini (2007) suggests, there is not a mutually agreed upon definition for national transparency. The lack of shared meaning and understanding of the transparency concept has made it difficult to operationalize. Transparency according Mahoney (2004) is the availability of information about an organization allowing external actors to monitor the internal workings or performance of that organization. The general drivers of the current thrust of transparency initiatives are a call for democratization and accountability and the availability of new technologies especially those technologies that can aid learning. At the same time, these transparency initiatives need to have a "fit" with existing institutional structures and therefore one could expect that pre-existing institutional differences are mirrored in differences in transparency regimes (Angulin & Scapensr, 2000). Transparency can also refer to the accessibility of the processes involved in decision making in addition to the outcome and to information itself. Demand for transparency is an issue which many institutions, authorities and companies world-wide are having to face (Pope, 2005). This assumption, however, has not been explored since there are few comparative studies that systematically analyse differences between countries. Thus, despite the enthusiasm for and

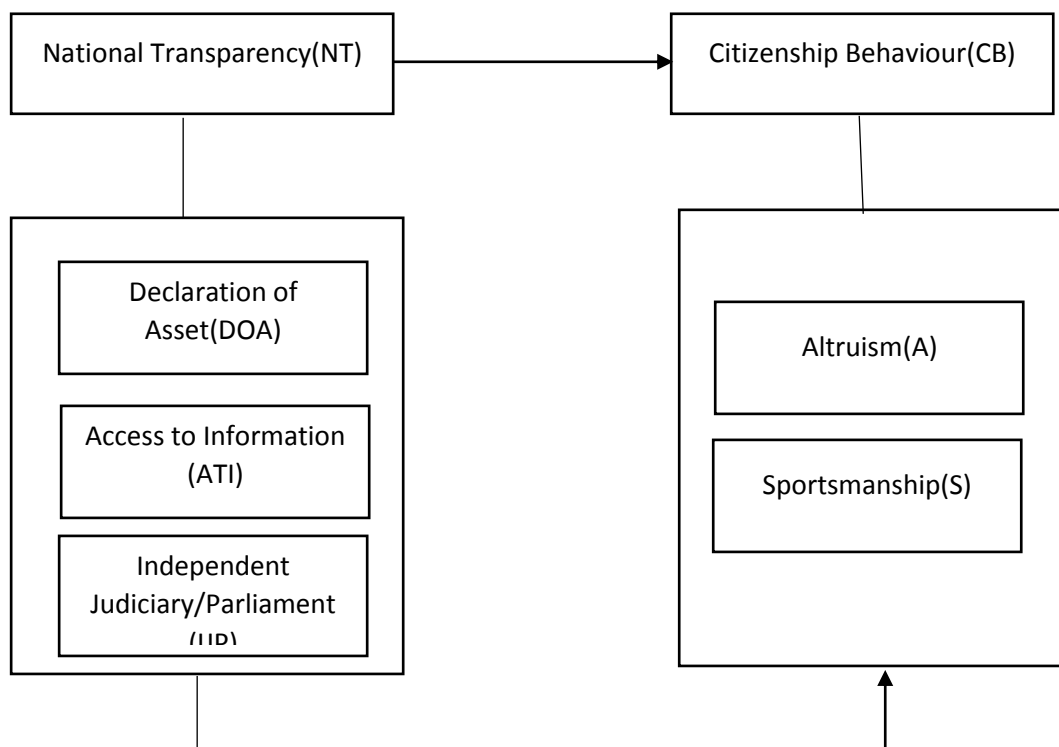
popularity of transparency, its local meaning and embedding in national histories are still obscure (Edes, 2000). Transparency or openness is often debated in politics and academic research with respect to its use in increasing accountability and maintaining a healthy democracy, as well as theoretically fostering trust in government and society in general (Flinders, 2000). Accountability and associated transparency are not ends in themselves. The underlying theory is that when the various parties hold each other accountable and build in processes of knowledge sharing and mutual learning, then the quality of education within public secondary schools would increase. This in turn contributes to effective development cooperation and achievement of sustainable development results. In the past two decades, governments world-wide have adopted access-to-information laws at a pace unlike any other time in history. Governments in the world's two most populous nations—China and India—have adopted regulations and legislation, respectively, to demonstrate transparency (Florini, 2007)), and more than four dozen countries have adopted laws that traditionally have represented attempts to advance governmental transparency (Banisar, 2006). Globalization has played a key role in the international movement to promote access-to-information (ATI) legislation and institutions, which, in theory, are designed to advance government information flow and governmental accountability (Armstrong, 2005). However, Nigeria is still far from such practical reality.

In consideration of the extent to which insincerity had negatively impacted on

transparency in Nigeria, it is necessary to x-ray the estimation of the revenue profile of the federal government. For instance, apart from the revenues accruing to the federation account from non-oil and gas export profiles (including cocoa, cotton, other agro-allied products, solid minerals and customs duties, value added taxation, etc). The Nigerian National Petroleum corporation (NNPC), which is responsible for the operations of oil and gas sub-sectors (upstream and downstream) of the Nigerian economy, is expected to account for the excess crude oil revenues accruing from the international market and the revenues from the domestic consumption of petroleum

products, the revenues accruing from gas export trade (Agwo, 2015). For about one year period, it was discovered by the Revenue Mobilization, Allocation and Fiscal Commission (RMAFC) that the NNPC withheld about two hundred and ninety billion naira (N290 billion), belonging to the federation account, at the point in time the amount was received, is tantamount to high level corruption. Also the fact that NNPC accounts are yet to be audited for more than three years, does portray Nigeria as a non-transparent nation; and moreover, when one finger is soiled with oil, the rest four are affected (Agwo, 2015).

CONCEPTUAL FRAMEWORK



Dimensions adapted from Pope (2012)

Measures adapted from Boiral & Paille (2012)

Research Hypotheses

- H₀1 Declaration of assets does not have any significant relationship with Altruism
- H₀2 Declaration of assets does not have any significant relationship with Sportsmanship
- H₀3 Access to Information does not have any significant relationship with Altruism
- H₀4 Access to Information does not have any significant relationship with Sportsmanship
- H₀5 Independent judiciary/parliament does not have any significant relationship with Altruism
- H₀6 Independent judiciary/parliament does not have any significant relationship with Sportsmanship

THEORETICAL FRAMEWORK

The theoretical framework for this study is anchored on Social learning theory as proposed by Albert Bandura, the theory posits that people learn from one another, via observation, imitation, and modelling. The theory has often been called a bridge between behaviorist and cognitive learning theories because it encompasses attention, memory, and motivation (Muro & Jeffrey 2008). People learn through observing others' behavior, attitudes, and outcomes of those behaviors. "Most human behavior is

learned observationally through modeling: from observing others, one forms an idea of how new behaviors are performed, and on later occasions this coded information serves as a guide for action." (Bandura, (1997). Social learning theory explains human behavior in terms of continuous reciprocal interaction between cognitive, behavioral, and environmental influences. This theory is increasingly cited as an essential component of sustainable natural resource management and the promotion of desirable behavioural change. (Muro & Jeffrey 2008). This theory is based on the idea that we learn from our interactions with others in a social context. Separately, by observing the behaviors of others, people develop similar behaviors. After observing the behavior of others, people assimilate and imitate that behavior, especially if their observational experiences are positive ones or include rewards related to the observed behavior. According to Bandura, imitation involves the actual reproduction of observed motor activities. (Bandura 1977). Similarly, the behaviour of civil servants are also contingent on their perception of national transparency. When the government is not sincere with their promises, there is every tendency that there would be a form of negative behaviour from workers. Therefore, civil servants often learn from the actions of government.

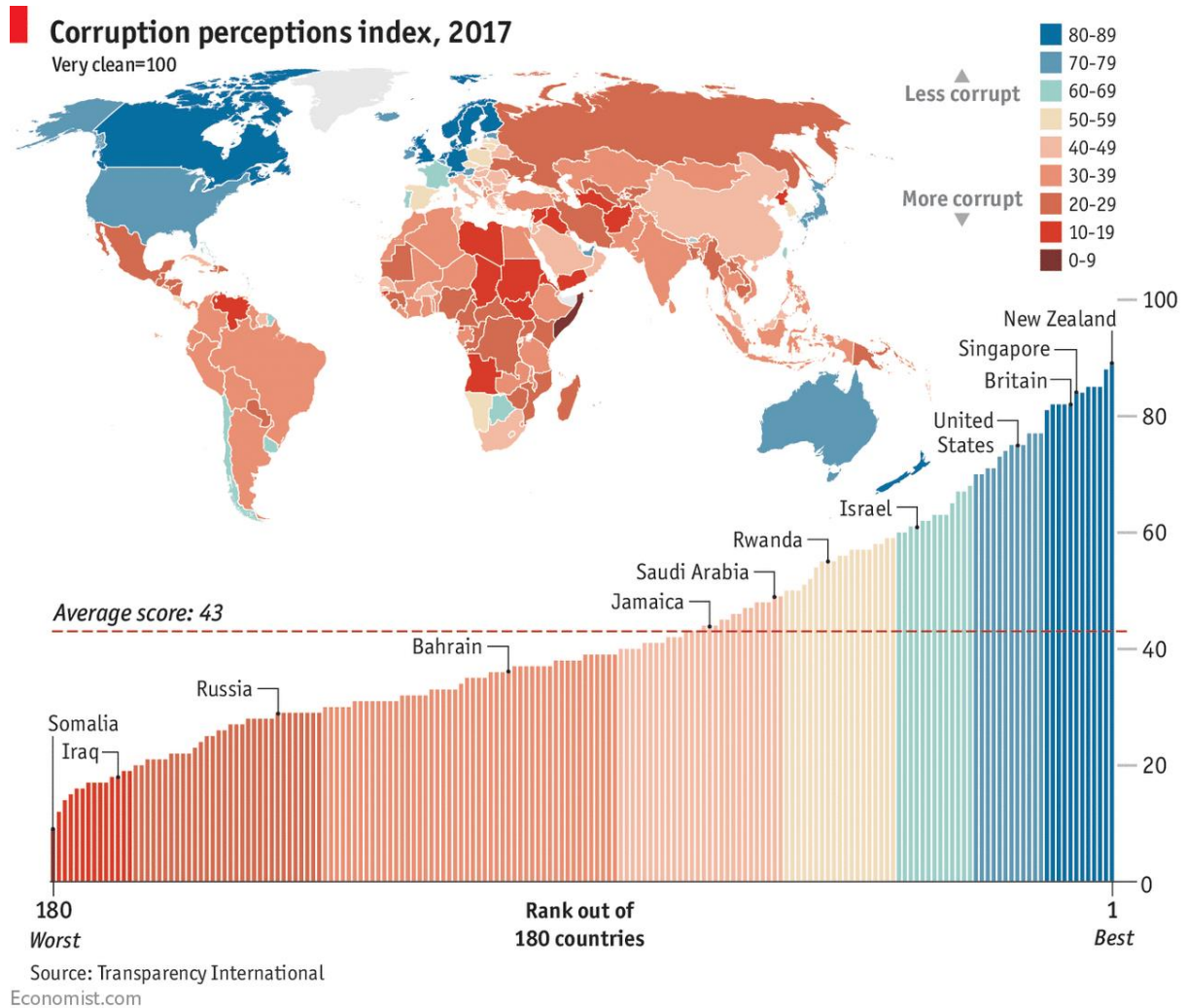


Fig. 1. Corruption Perception Index 2017

Source: www.transparency.org (2019)

According to the corruption perception index for 2017, New Zealand had the highest level of transparency and the lowest level of corruption. This is followed by Singapore, Britain, United States and Israel.

For the most corrupt countries, we see countries like Somalia, Iraq, Russia, etc. from the map in Fig. 1, we also see the countries

SCORE	COUNTRY/TERRITORY	RANK	SCORE	COUNTRY/TERRITORY	RANK	SCORE	COUNTRY/TERRITORY	RANK
66	Seychelles	28	34	Ethiopia	114	23	Mozambique	
61	Botswana	34	34	Niger	114	22	Zimbabwe	
57	Cabo Verde	45	32	Liberia	120	20	Democratic Republic of the Congo	
56	Rwanda	48	32	Malawi	120			
53	Namibia	52	32	Mali	120	19	Angola	
51	Mauritius	56	31	Djibouti	124	19	Chad	
46	Sao Tome and Principe	64	31	Gabon	124	19	Congo	
45	Senegal	67	30	Sierra Leone	129	17	Burundi	
43	South Africa	73	30	Togo	129	16	Equatorial Guinea	
41	Burkina Faso	78	28	Guinea	138	16	Guinea Bissau	
41	Ghana	78	27	Comoros	144	16	Sudan	
41	Lesotho	78	27	Kenya	144	16	South Sudan	
40	Benin	85	27	Mauritania	144	13	Somalia	
38	Swaziland	89	27	Nigeria	144	10		
37	Gambia	93	26	Central African Republic	149			
36	Tanzania	99	26	Uganda	149			
35	Côte d'Ivoire	105	25	Cameroon	152			
35	Zambia	105	25	Madagascar	152			
			24	Eritrea	157			

Fig. 2. Corruption Perception Index (CPI),

Source: www.transparency.org

According to corruption perception index released by transparency international, in Africa alone, Nigeria has a very low ranking in terms of transparency. Nigeria had a score of 27 and a ranking of 144 which includes Nigeria as one of the most corrupt countries in Africa.

Methodology

This study is a cross sectional survey, it cuts across both federal and state owned public

secondary schools in Rivers state namely, Federal Government College, Army Day Secondary School, Rumuokwuta Girls Secondary School, Rumueme Girls Secondary School and Nkpolu Oroworukwo Secondary School. Twenty five (25) copies of research instrument were distributed to each of these school making a total of 125 copies. Hypotheses were tested using Spearman Rank order Correlation. This was done with the aid of SPSS version 21.

Data Analyses and Findings

Table 1. Correlation Matrix

			Correlations				
			DOA	ATI	IJP	A	S
Spearman's rho	DOA	Correlation Coefficient	1.000	.700**	.570**	.177*	.729**
		Sig. (2-tailed)	.	.000	.000	.048	.000
		N	125	125	125	125	125
	ATI	Correlation Coefficient	.700**	1.000	.807**	.506**	.952**
		Sig. (2-tailed)	.000	.	.000	.000	.000
		N	125	125	125	125	125
	IJP	Correlation Coefficient	.570**	.807**	1.000	.459**	.789**
		Sig. (2-tailed)	.000	.000	.	.000	.000
		N	125	125	125	125	125
	A	Correlation Coefficient	.177*	.506**	.459**	1.000	.353**
		Sig. (2-tailed)	.048	.000	.000	.	.000
		N	125	125	125	125	125
	S	Correlation Coefficient	.729**	.952**	.789**	.353**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.
		N	125	125	125	125	125

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

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

Where:

DOA= Declaration of Assets

ATI= Access to Information

IJP= Independent Judiciary/Parliament

A= Altruism

S= Sportsmanship

Our correlation matrix shows a significant relationship existing between our various dimensions and measures. They are explained below.

H₀1 Declaration of assets does not have any significant relationship with Altruism

Our first hypothesis shows a significant relationship existing between declaration of assets by public office holders and altruism of secondary school teachers in Rivers state. This is revealed in a coefficient of 0.177 and a p-value of 0.048 which is less than alpha level of 0.05. therefore, the stated null hypothesis is rejected.

H₀2 Declaration of assets does not have any significant relationship with Sportsmanship

Hypothesis two shows a strong relationship existing between declaration of assets by public office holders and sportsmanship of secondary school teachers in Rivers state. This is also revealed in the correlation coefficient of 0.729 and a p-value of 0.000 which is also less than alpha of 0.05. we also reject the stated null hypothesis.

H₀3 Access to Information does not have any significant relationship with Altruism

Our third test of hypothesis also shows a significant relationship between access to information and altruism of secondary school teachers in Rivers state. This is revealed in a correlation coefficient of 0.506 and a p-value of 0.000 which is also less

than alpha of 0.05. we also reject the stated null hypothesis.

H₀4 Access to Information does not have any significant relationship with Sportsmanship

Test of hypothesis four shows that access to information has the strongest relationship with sportsmanship. This is revealed in a coefficient of 0.952 and a p-value of 0.000 which is less than alpha of 0.05. we also reject the stated null hypothesis.

H₀5 Independent judiciary/parliament does not have any significant relationship with Altruism

Test of hypothesis five reveals a significant relationship between independent judiciary/parliament and altruism. Here we see a correlation coefficient of 0.459 and a p-value of 0.000. we also reject the stated null hypothesis.

H₀6 Independent judiciary/parliament does not have any significant relationship with Sportsmanship

Finally, test of hypothesis six shows a significant relationship between independent judiciary/parliament and sportsmanship with a correlation coefficient of 0.789 and a p-value of 0.000. we also reject the null hypothesis.

Conclusion

This study has revealed that national transparency has a significant relationship with citizenship behaviours especially within public secondary school teachers. The study revealed that the weakest relationship exists in the first hypothesis while the strongest relationship exists within our fourth hypothesis. The relationship

between declaration of assets and altruism was the weakest because a good number of teachers believe that the declaration of assets by public office holders is only nominal and has no direct effect as someone could assume office with two thousand naira (N2,000) and by the time he or she is leaving the office, he or she has become a millionaire and there is no system to practically monitor or call such public servants to order. They believe a lot of things within the educational sector has become political and this has created distrust amongst staff and this has greatly affected nation building and national development. However, access to information had the strongest relationship because these teachers believe that the difference between the rich and poor is information. With information, these teachers can develop themselves and this can contribute extensively in nation building which would bring in the required national development.

Recommendations

- i. Today's leaders should understand that the behaviour of citizens are reciprocal behaviour. This is to say that the level of citizenship behaviour from citizens are subject to the level of the behaviour of leaders.
- ii. Secondary education should be placed as a priority. This would ensure that teachers are not being owed and government promises would be fulfilled without the incident of strike taking place.
- iii. There is need for teachers to have other sources of income so that there would be

little dependence on government and less frustration when salary doesn't come.

- iv. Government should ensure that the learning environment is conducive for both teachers and students so that effective learning can take place.
- v. Teachers in secondary schools should be employed based on competence rather than politics. This would ensure that the students are taught effectively.

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