

Stakeholders Advocate Creative Economy At PHBF

Ways of harnessing the potentials of literature to build a creative economy in Nigeria was the main thrust of the 2013 edition of the Port Harcourt Book Festival (PHBF), which the University co-hosted with Port Harcourt Literary Society (PHLS) and Rainbow Book Club (RBC), reports *Humphrey Ogu*.

More on pg 3

Side Bar

The Second Registry Day celebration held tomorrow at Ebitimi, Banigo Auditorium. Details next week -Editor

UniPort Weekly

Vol. 16, No. 5

October 28 - November 4, 2013

ISSN: 1796-1805

For Information and Enlightenment

A Publication of the Information, Publications and Public Relations Unit, University of Port Harcourt, Nigeria

Onyekonwu Bemoans Poor Students' Entrepreneurial Drive



NUC Lifts Moratorium On UniPort Part-Time Programmes



CELTRAS Commences Form Sale



V-C Receives New Catholic Chaplain



As part of final evaluation of the African Centre of Excellence (ACE) project funded by the World Bank through the Association of African Universities (AAU), the University of Port Harcourt played host to a team of leadership and site evaluation experts, penultimate Friday. Facilitated by the Director of Academic Planning and Coordinator, African Centre of Excellence Project, Professor Jonathan Mba, the high-powered team which consisted of the Managing Director, Botho

World Bank Consultants Inspect UniPort Facilities For ACE Projects

By Orikor Samuel

University, Botswana, Professor Sheela Raja Ram; President, European University Association (EUA), Professor Maria Helena Nazaré and Professor of Mathematics at University of Michigan, Professor Nkem Khumbah, had series of interactions with Principal and Senior

Officers, Project Managers and Graduate Students before inspection of facilities, preparatory for the project take-off.

Speaking at the interactive session with the Vice-Chancellor, Professor Joseph Ajenka and other Principal Officers of the University at the Council Chambers inside the Senate Building, University Park,

Cont'd on p6



Read UNIPORT Weekly Online at www.uniport.edu.ng

Onyekonwu Bemoans Poor Students' Entrepreneurial Drive

Director of the Institute of Petroleum Studies (IPS), Professor Mike Onyekonwu, has bemoaned what he described as the lack of entrepreneurial spirit amongst students in the Nigerian university system, advising for a change of heart if the country is to develop its own Silicon Valley, which he said, is powered by young people in America. He described students as educators in their own way, because teachers also learn from them, especially at the Postgraduate level.

"Most of the world-class companies that are employing millions of people and turning out fantastic profits today, were formed in the classroom by enterprising young people, who shared the same spirit of discovery, self-sufficiency and innovation that profited them and benefitted mankind. You understand a man better when he has absolutely nothing to his name," the Director said, urging students to stop thinking only about how to escape poverty, rather than transforming the world through involving themselves in the creative economy.

The Director said that his personal satisfaction came from knowing he had invested in the lives of young people. "Sowing into the lives and career of young people gives me much satisfaction as a teacher and industry player. As the oldest Engineering Lecturer in UniPort, I could have made so much money in the industry; but I can still be relevant in the academia and industry on retirement, which is a plus for me.

Turning to the ten years of IPS, Professor Onyekonwu said that "though it started small, the Institute has grown to become an easily-recognizable brand everywhere, to the extent that other oil companies are now replicating the IPS model in other universities. It was a strange idea to collaborate with the industry when we started IPS; but they did not look at our glaring deficiencies. For instance, we did not know that the white people from IFP School, Paris, would stay on in spite of the heightened insecurity in

By Williams Wodi

the Niger Delta at the time."

The Director praised the initial drive by Emeritus Professor Briggs that resulted in the sponsorship of IPS by TOTAL, even though he was not a Petroleum Engineer. "Today, we can boast of a world-class Institute that is easily comparable to what is obtainable anywhere in the world. The Institute has given us a credible platform for developing indigenous manpower and a brand that is attractive to all stakeholders. Government alone cannot bear the burden of funding education in this country. We are now working along the triple helix format anchored on government, industry and the universities, including support from international agencies. More Centres are developing from IPS to enter into collaboration with public-spirited individuals, groups and donor agencies," Professor Onyekonwu disclosed.

The University, he further disclosed, has been restructured to formalize protocols with corporate institutions for collaborative programmes to take off on a firm footing, pointing out that parents must be prepared to pay for university education at some point if they hope to see it survive the current difficult period it was passing through.

"Oil giant, Nigerian Agip Oil Company, is donating a Laboratory to IPS, in addition to linking the Institute to a reputable Italian university on a collaborative venture. This is a model that is very commendable to other donor agencies. We have also added the Doctoral programme that is geared towards solving industry problems," he said, disclosing that the future was very bright for the Institute on its mission to build local capacity for the



Prof Onyekonwu
Director, IPS

hydrocarbon industry.

In future, the Institute is targeting about 25 foreign students. It is also projecting an annual grant of N15 million and has so far registered five patents. Ten Doctoral Candidates have already graduated from the Institute. With the expansion work proceeding apace at the IPS Park, four new Laboratories would soon be ready for use, while efforts are on to recruit Research Professors and increase student intake.

Mgt Faculty Commences ACIB Linkage Programme Admission

By Ethel Timi-Johnson

The Department of Finance and Banking, Faculty of Management Sciences has announced admission into the 2013/2014 ACIB/BSC Linkage Part-Time programme in Finance and Banking.

A letter made available to UniPort Weekly indicates that the Associate Certificate in Banking (ACIB) programme curriculum is designed to update, strengthen and enhance the academic and analytical skills of students thereby improving their efficiency and productivity on the job.

The letter further directed interested candidates, who possess five credit passes, including English and Mathematics at the O'Level to apply. Candidates with professional or academic certificates obtained through examinations in Banking, Insurance, Actuarial Science, Marketing, Management, Accounting, Commerce, Higher National Diploma

(HND) or University degree in Management Sciences, Business Administration and Economics are also eligible to apply.

"The duration of the programme is two years on a weekend basis and courses are covered in three terms per session", the letter read, adding that application forms could be obtained online at www.acibport.edu.ng. Completed forms are to be submitted to the Coordinator of the ACIB/BSC Linkage Programme, Faculty of Management Sciences, not later than 15th December, 2013.

EDITORIAL BOARD

Prof Joseph Ajienika	- Publisher	
Dr Erre Eshew	- Editorial Chair	
Austin Sado	- Editorial Adviser	
Williams Wodi	- Editor	
Obinna Nwodim	- Associate Editor	
Correspondents	Secretarial	Photography
Mercy Aderib	Grace Anadi (Mrs)	Headman Ali
Okor Samuel	Graphic	Michael Ekeke
Humphrey Okei	Chika King-James (Mrs)	
Ethel Timi-Johnson		

Call: 08033093371



Prof Sylva Kalu
Dean, Mgt Sciences



R-L: Dr Gomba, Unigwe, Wood, Wainaina and Ayeni during the Symposium at Hotel Presidential

Cont'd from p1

Delivering a keynote speech at the opening ceremony held at Hotel Presidential last Tuesday, former Minister of Education, Dr Oby Ezekwesili, established a symbiotic link between economics and literature, listing wealth, poverty and income, amongst other economic concepts as the subjects handled in works of literature.

Ezekwesili, who is also a former Vice-President (Africa) of the World Bank, observed that today's world is driven by ideas and innovations, rather than resources in the bowels of the earth. This, according to her, is what creative economy is all about, expressing delight that Nigerian writers have won every important international literary prize on offer. She urged the younger generations to keep the tradition of Nigerian leadership of creativity alive through hard work and personal discipline.

Also speaking at the festival, which drew participants from the academia, literati and the entertainment industry from within and outside Nigeria, Governor of Rivers State, Rt Hon Chibulike Rotimi Amaechi, congratulated the Festival Director, Mrs. Koko Kalango, and her team for successfully organizing the festival for the sixth year running, expressing hope that the festival would outlive his government.

"The next Governor may not be so enthusiastic about literature and may, therefore, not place the festival on his priority list. That is why we have to gradually steer this important event away from Government so that it can survive as a global brand after my tenure," Governor Amaechi told the gathering.

Stakeholders Advocate Creative Economy At PHBF

The Governor, who disclosed plans to build an expansive creative arts village to celebrate Port Harcourt as the *World Book Capital 2014*, challenged writers to tackle the corruption in the corridors of power through fictional works, citing Chinua Achebe's *A Man of the People*, as a model for younger writers to emulate in their effort to interrogate power and its arbitrary use by politicians bereft of sincerity of purpose.

The event also featured a well-patronized Symposium on *Literature and the Creative Economy*, moderated by Melara Wood, featuring Chika Unigwe, Binyavanga Wainaina, Ayodele Ayeni, including Obiora Gomba of the Department of English Studies, UniPort, who frowned at the idea that a writer must be poor to be genuinely accepted in modern society.

Welcoming participants to the event, co-host and Vice-Chancellor, UniPort, Professor Joseph Ajienka, who reminded the audience of the difficulties the university community was currently passing through, praised the Rivers State Government and Rainbow Book Club for the initiative that resulted in the designation of Port Harcourt as the World Book Capital 2014, promising that the University would give the festival all the necessary support it deserves to impress the world when it gathers in the Garden City next year.

Chairman, Board Trustees of PHLS, Dr Chidi Amata, also addressed the gathering.

The five-day event also featured a symposium on the topic: *"Literature and the Creative Economy: Making Literature Commercially Profitable"*, moderated by the Head, Department of English Studies, Professor Naem Okah, with Professor Chinyere Nwabunanya as keynote speaker. Other discussants were Professors Frank Ugwimok, Femi Shaka and Dr Margaret Natsuko, as well as a Command performance at Government House last Tuesday evening.

Other highpoints of the festival were the launch of Elechi Amadi's long-awaited Science Fiction entitled: *When God Came and a Jazz and Poetry Evening: a Tribute Night* in honour of Professor Chinua Achebe and Ambassador Kofi Awoonor. The Festival ended last Saturday with Creative Writing Workshops, Reading Sessions and exhibitions.

Notable guests at the opening ceremony were Vice-Chancellors of the Rivers State University of Science and Technology, and his counterpart from Ignatius Ajuru University of Education, Professors Barinene Fakar and Rosmond Osh-Ogulu, Elechi Amadi, Gabriel Okara, Dr Yemi Ogumbyli, Mrs Judith Nwanodii, Chief Godspower Ake, amongst other dignitaries.

NUC Lifts Moratorium On UniPort Part-Time Programmes

By Williams Wodi

The blanket moratorium slammed on Part-Time Programmes of the University by the National Universities Commission (NUC), has finally been lifted! This cheering development brings to an end the tortuous process the University had to embark upon to convince the apex regulatory body of its capacity to run the programmes and willingness to comply with NUC's stringent regulations on the admission of students into the College of Continuing Education (CCE).

A letter to the Vice-Chancellor dated 17th October, 2013, referenced NUC/AS/13/Vol. II, conveying the eagerly-anticipated news, read in part: "The Management of the Commission hereby wishes to inform the Vice-Chancellor that the moratorium on Part-Time programmes has been lifted for the University of Port Harcourt with effect from 7th October, 2013."

The letter signed by the Deputy Executive Secretary of NUC, Mr Akinbode Agbaye, directed that Part-Time programmes would,

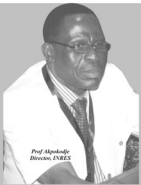
henceforth, run according to some stringent guidelines stipulated by the NUC, and can absorb only 20 per cent of the total number of students enrolled in each Full-Time programme, failing which the Commission threatened unspecified sanctions against the University.

In line with the new Guidelines and Accreditation Status of Full-Time components of the programme, the University regained authority to run 14 courses, while Geography and Environmental Studies, was denied accreditation by the apex regulatory body on the grounds that it cannot be run on Part-Time basis as an Environmental Science. Under the new dispensation, only the Faculties of Humanities, Social Sciences and Management Sciences, including the Department of Computer Science in the College of Natural and Applied Sciences were allowed to run courses.

The Commission promised to conduct a facility validation visit to the University to appraise the accredited programmes in due course.



Prof Julius Okojie
NUC Scribe



Prof Akpoadje
Director, INRES

INRES To Hold 2nd Confab Nov 18

Finishing touches are now being put in place for the second Niger Delta Conference under the auspices of the Institute of Natural Resources, Environment and Sustainable Development (INRES). With the theme: "Optimizing the Utilization of the Natural Resources of the Niger Delta", the two-day Conference is expected to be formally opened by the Honorable Minister of Agriculture and Rural Development, Dr Akhavanu Adesina on Monday, 18th November, 2013, at Ekitimi Baniga Auditorium.

Information made available to *UniPort Weekly* by Director of the Institute, Professor Enuwa Akpoadje, said the Country Director of World Bank in the Nigeria Office, Ms Marie Francois Marie-Nelly, would also serve as Special Guest of Honour, disclosing further that issues bothering as forest resources, fisheries, water resource, flooding and pollution, and development policy and human resource skills, would form the sub-themes for the Conference.

Professor Akpoadje, who is also Chairman, Local Organizing Committee of the talk-show, said this year's Conference would focus on ways to transform the region from depending predominantly on oil and gas to a more diversified economy through rapid industrialization and improved productive capacity of the land, forest and aquatic resources capable of creating jobs for the teeming unemployed youths in the area.

By Onikar Samuel

Chairman of INRES Board and Permanent Secretary, Federal Ministry of Power, Dr Godkowns Igali and Executive Director/Chief Executive Officer, Rivers State Sustainable Development Agency (RSSDA), Mr Noble Pappie, are expected to moderate panel discussions on *Managing Flood and Induced Pollution and Optimizing Agricultural and Fisheries Production in the Rural Economy* after the Lead Speakers presentation, Professor Jimmy Adigboke and Dr Bradford Brown on the first day, while presentation of technical papers on four sub-themes would feature on the second day, 19th November, 2013.

The Institute of Natural Resources, Environment and Sustainable Development funded by the MacArthur Foundation of Chicago, is an interdisciplinary and multidisciplinary Centre of Excellence, established to produce competent indigenous manpower in natural resources and environmental management.

"The MSc programme of INRES is run in collaboration with the University of Gothenburg, Sweden, and some Nigerian universities, as well as research organisations," the Director said, pointing out that annual conference of the Institute, provides a platform for regular interaction among stakeholders at Federal, State and Local Government levels.

CELTRAS Commences Form Sale

By Mercy Adeniji

The Centre for Logistics and Transport Studies (CELTRAS), has announced sale of application forms for its Graduate programmes for the 2013/2014 academic session. A Letter made available to *UniPort Weekly* by the Centre Director, Professor Osi Agogoh, said the aim of the programme is to provide research opportunity for in-service training for staff of logistics and transport sectors through quality research at the Centre.

Professor Agogoh noted that other objectives of CELTRAS included providing educational programmes through research and examination, leading to the award of postgraduate degrees in logistics and transport.

"The programme aims at providing students with solid intellectual, theoretical, methodological foundations and skills to work competently in varied logistics and transport planning and management positions in the public and private sector and also encouraging the study of science and art of logistics and transportation", the Director said. He further disclosed that the programme has flexible schedules and modules to minimize the impact on working class students.

"The programme is open to applicants, who possess a First Degree from the University of Port Harcourt or any recognized University, Higher National Diploma (HND) or its equivalent with, at least, an Upper Credit; holders of a recognized

professional qualifications in Logistics/Transportation such as those awarded by the Chartered Institute of Logistics and Transport (CILT), Institute of Transport Engineers (ITE), Institute of Transport Administration (ITA), with, at least, five years working experience in a recognized transport-related organization", the letter stated.

All interested applicants should log on to www.uniport.edu.ng and follow the instructions. Completed application forms, academic transcripts, three reference letters and other relevant documents must be returned to the Director, Centre for Logistics and Transport Studies, not later than 30th November, 2013.



Prof Akpogomoh
Director, CELTRAS

Nwankwoala Speaks On Her Book Debut

By Humphrey Ogu

Administrative Secretary of the Institute of Petroleum Studies (IPS), Dr Celestina Nwankwoala, has disclosed her motivation for publishing a collection of essays entitled: *A Letter to my Countrymen*, urging the University community and general public to avail themselves of the information contained in the book to enrich their knowledge.

Speaking with *UniPort Weekly* in her office penultimate Thursday, Dr Celestina Nwankwoala, said she set out to share her personal experience in her family and also discuss social issues with a view to bettering the society through her motivational style in some of the chapters.

"I used my personal experiences as an average Nigerian woman to discuss human issues, which cut across board. The book touches such issues as corruption, militancy, maternal mortality, child abuse and modern slavery, superstition, religion and belief systems. I told stories of what happened to me. That is what the book is about," the author said.

Disclosing that the work is a mixed grill of memoir and motivation, Nwankwoala said: "It has a bit of motivation, story of me, my children, and some of my friends. In fact, one of my editors has said each chapter of the book could stand on its own."

"In writing the book, my target audiences are those interested in knowing what went wrong with our country; why things are the way they are in the midst of plenty. There is a motivational factor on each page. This would benefit anyone who picks it up whether or not the person is a Nigerian. It is a book for everybody," Nwankwoala explained.

"Barely six months after the release of *A Letter to my Countrymen* by the UK-based Author House Publishers, the book, has received rave reviews from across the world. If you go online now, you will see what I'm talking about," the author added.



Dr Nwankwoala

V-C Receives New Catholic Chaplain

By Otiakor Samuel

A new Chaplain has taken over the mantle of leadership of *Chapel of The Annunciation*, University of Port Harcourt. He is Rev Fr (Dr) Patrick Eluke. Dr Eluke took over from Rev Fr (Dr) Joseph Kabari who has been redeployed to a Catholic Parish at Borikiri as Education Director, last September after successfully serving out his tenure in the University.

Speaking while on a courtesy visit on the Vice-Chancellor, Professor Joseph Ajienka, the new Chaplain, Dr Eluke, who expressed delight for the opportunity to contribute to spiritual growth of the Catholic faithful in his *Alma Mater*, disclosed that he is an Alumnus from the Department of Religious and Cultural Studies, Faculty of Humanities.

"In spite of academic excellence which the University is known for, the spiritual life of the University Community is also important which is

the main reason I am here to serve," the Catholic Clergyman said, praising the Vice-Chancellor for hosting him and members of his entourage even on a short notice.

Introducing the new Chaplain, Vice-Chairman of the Pastoral Council, Mr Anthony Maman, said the new Chaplain succeeded Rev Fr (Dr) Joseph Kabari, who he said successfully completed his tour of duty last September, calling for support for the new Chaplain to raise the spiritual life of the University.

Responding, Professor Ajienka, who welcomed him back to the University, urged him to avail himself the opportunity to give of his best not only to his immediate members, but also his former Department of Religious and Cultural Studies and the larger University Community, pledging the willingness of his administration to work closely with him to enhance efficiency in service delivery.

The Vice-Chancellor, who recalled that the *Choir of Chapel of The Annunciation*, won the maiden edition of Garden City Choral Festival through its brilliant performance, praised the commitment of staff and students of the University to the realisation of the collective aspirations of his administration.

Also on the entourage of the new Chaplain were: Professors Mark Anikpo, Joseph Okoh and Secretary, Pastoral Council, Mrs Bridget Nzimiro.



R-L: Prof. Anikpo, Mr. Maman, V-C, Prof. Ajienka, New Chaplain, Rev Fr (Dr) Eluke, Mrs. Nzimiro, Prof. Okoh and Arieze

Fallout From World Food Day

IARD Targets Flood Tolerant Plantain, Banana Too

As the world marked this year's World Food Day with the theme: "Sustainable Food Systems for Food Security and Nutrition" on 16th October, 2013, Acting Director, Institute of Agricultural Research and Development (IARD), Dr Ibisime Etela, said that research was ongoing to develop flood-resistant plantain and banana varieties to ensure food security in the country.

He has, therefore, stressed the need for government at all levels to support agriculture to ensure food security and accelerated national development.

Speaking with *UniPort Weekly*, last Tuesday, Dr Etela disclosed that to live in a world free of hunger, we must create a food system that provides nutritious food with minimal impact on society, explaining that for food to be sustained and secured, it should be available at all times at an affordable price.

The Acting Director stated that IARD was contributing to agricultural development in its own right. "As part of the vision to turn the University of Port Harcourt into an Entrepreneurial University in line with vision of the current administration, the Institute is moving into the realm of agriculture business which is the in-thing globally today", he noted.

Dr Etela revealed that "the present administration both at the Federal through the Agricultural Transformation Agenda and the University of Port Harcourt in our drive to become an entrepreneurial university is encouraging the IARD to move towards the direction of agri-business", stating that in most countries in Africa countries, agriculture contributes about 40 per cent of their GDP than

By Mercy Adeniji

even the oil and Gas which contributes 10 per cent, urging Nigeria to move in that direction if its economy is to make meaningful impact on the country's revenue outlook.

He explained that despite the fact that the oil and gas sector portrays a juicy atmosphere for economic empowerment, it employs only 10 per cent of the entire population, while agriculture has continued to employ a minimum of 70 per cent of the citizens, thus adding a value chain of crops for either marketing, production and processing of farm products.

Dr Etela recalled that he represented the Vice-Chancellor at an Agricultural Business Forum 2013, in Rwanda funded by the Rwanda government. "This is a place where industry captains in agricultural business converge to discuss the way forward on how to make agriculture more of a business venture as against using it as a mere tool for poverty alleviation".

He noted that with the promotion of agriculture business, "you can also make money without stress by engaging more in agriculture which is what the institute is doing through the agro-business forum on a global scale annually.

On how to mitigate the effects of flood that could lead to scarcity of food, the Acting Director said: "As an Institute,

we are trying to develop some projects that would enable us partner such reputable institutions as the International Institute of Tropical Agriculture (IITA) and Food Development Centre (FDC).

"We are trying to work with them to grow capacity to develop some flood tolerant variety of crops. In this region, we are aware that there is a plantain belt and we are starting that pilot project to work on plantain and banana.

If it goes through, we would be able to develop flood tolerant varieties of plantain and banana, so as to sustain food security and ensure nutrition", Etela said.



Dr Etela
Ag. Director, IARD



5th from right, V-C, Prof Ajenka, World Bank Consultants, RSSDA Officials, Principals Officers and other dignitaries

World Bank Consultants Inspect UniPort Facilities

Cont'd from p1

Coordinator of ACE, Professor Mba said the African Centre of Excellence initiative was aimed at developing higher education to promote regional specialisation, strengthen capacities and deliver quality training and applied research among participating universities.

Professor Mba, who also disclosed that the evaluation exercise was meant to assess the preparedness of participating universities to ensure proper utilization of funds when disbursed to solve developmental problems, their capacity to deliver quality research and academic training in the benefiting universities, affirmed that the process would be open and transparent.

In his brief presentation on the institutional profile of the University, Vice-Chancellor, Professor Ajenka, who revealed that the University proposed establishment of Centres for Oil Field Chemicals (COFC), and Food Agribusiness and Sustainable Livelihood (CeFASL) in pursuance of its drive for excellence and sustainability, assured the evaluators that his administration was working hard to ensure that the University is ranked among the best in Africa in research, teaching, innovation and knowledge transfer.

Professor Ajenka, who listed some of the areas that the University has done exceptionally well through self-effort and grants provided by Government, MacArthur Foundation of Chicago,

World Bank, Petroleum Technology Development Fund and Tertiary Education Trust Fund (TETFund), amongst other donors, stressed the need for the consultants to recommend the approval of the proposed Centres to make the University a truly Centre of Excellence, promising that the expertise available on ground would be properly harnessed to manage the proposed projects if approved by the World Bank.

The Consultants visited the famous Institute of Petroleum Studies (IPS), where they interacted with students, and also inspected the Central Instruments Laboratory (CIL) and other facilities in the University, before their departure.

People are the most important resource in any establishment. They are the key to high enhanced productivity. If you ask Administrators or Managers about the most important problem in the management of people at work, they are likely to mention motivation, leadership and communication. Motivation activates human energy and as a force which leads people to satisfy their important needs. Behaviour as a model is synonymous with conduct, practice, deportment and procedures. It is the way in which an organism reacts to the operational environment.

Attitude is a mental state of readiness organized through the sum total of experience, exerting specific influence upon a person's response to people, objects and related situations. Attitude as a determinant of human behaviour is the premise upon which individual behaviour is built. Attitude is linked with perception, personality, learning and motivation.

A Manager is a leader, who influences the actions of others towards some predetermined objectives. For a Manager to be successful, he must exhibit a strong personality profile to get the cooperation of his subordinates. This is because an organization is a social system and the Manager is also a social organism, which interacts with other social organisms. Thus, the success of Managers is the success of Management which could be determined through support from subordinates, and superordinates as well as those colleagues in the same hierarchy of authority.

There are, however, obstacles to effective and efficient organizational management. They include: failure to accept the person charged with the responsibility of leading in the organization by an individual or majority of the group; putting personal interest before that of the organization, engaging in strikes, lockouts

Managing Human Behaviour For Effective Job Performance

By
Justina Yakubu



and other activities which may impede productivity, lack of commitment to work, failure to receive orders from superordinates, relocating to other departments, pretending to be dedicated when the leader is around (Eye-service), failure to decentralize authority and to give feedback and report to the appropriate authority as when due, and open confrontation

with the leader by refusing to cooperate with him/her and flagrant disobedience of lawful orders.

For a Manager to elicit positive behaviour and influence his subordinate to do what they ordinarily may not like to do and like what they do, he needs to have vision and beliefs that are congruent with what his subordinates feel, say and do. He also needs to generate trust and sustain it through a balance in ambition, expertise and integrity. Other traits which a manager should exhibit are: Intelligence, Self Assurance, Vision, Communication, Education and Training, Commitment and Dedication, Mentorship, High Standard of Personal Ethics and Innovation.

If organizations are to increase productivity significantly, every effort must be geared towards giving employees an opportunity to be more open about how they feel, how they think, and how they reach their conclusions. There are, however, some factors that could influence positive behaviour and attitude in workers for increased productivity, such as: Status, participation in decision-making, openness towards others, evaluation of individuals and a reward system that does not discriminate against some workers.

Note that the knowledge of the human nature and behaviour in work situations is necessary for a Manager in order to improve performance. When a manager has integrity, he has everything.

*YAKUBU is a staff of UniPort with the College of Graduate Studies.

BRIEFS FROM OTHER VARSITIES

UniPort Weekly Vol. 26, No. 4

Visit Of World Bank Consultants

Consultants from the World Bank and Coordinator of the Association of African Universities (AAU), visited the University on Friday, 19th October, 2013, for final evaluation of the proposed African Centre of Excellence project funded by the World Bank. The team interacted with relevant officers and inspected facilities on ground. **HEADMAN ALU** and **WILLIAMS WODI** captured highlights of the visit as shown below:



President, European University Association (EUA), Prof Maria Helena Nazari and other members of the team. D1-C (R&D), Prof Rene Willie Abbey at the Senate Building



Coordinator, African Centre of Excellence, Prof Jonathan Mba, addressing V-C, Prof Joseph Ajienka and other Senior Officers in the V-C's Office



V-C, Prof Ajienka (left), Prof Jonathan Nazari, Khumbah and Managing Director, Babu University, Botswana, Prof Sheila Raja Ram



Prof Khumbah, Ajienka and others during an inspection



Prof Nazari and Adekunle Dosunmu at one of the Laboratories



President of EUA inspecting facilities



V-C (middle), Prof Raja Ram and a Laboratory Attendant



Some of the equipment inspected during the visit



Some of the equipment inspected during the visit



Prof Eka Wokoma, D1-C (R&D), Prof Willie Abbey, Prof Mba and Raja Ram



Prof Ajienka, Willie Abbey, Nazari, and Raja Ram



Prof Mba, Willie Abbey, Nazari, Khumbah and Raja Ram



Group photograph of the Consultants, Senior Officers and Researchers with Vice-Chancellor (seated)