

DR TAJUDEEN A AKANJI, PhD, MNITAD

CURRICULUM VITAE

- I. (a) Name: Tajudeen Ademola Akanji
(Formerly Yusuf)
- Date of Birth: 1 December, 1958
- Department: Adult Education
- Faculty: Education
- College: Not Applicable
- II. (a) First Academic Appointment (with date): Lecturer II, 12 February, 2001.
- (b) Present post (with date): Senior Lecturer, 1 October, 2007
- (c) Date of last promotion : 1 October, 2007
- (d) Date last considered for promotion:(In cases where promotion was not successful) Not applicable
- III. University Education (with dates)
- (a) University of Benin, Benin City 1986
- (b) University of Ibadan, Ibadan 1988
- (c) University of Ibadan, Ibadan 1998
- IV. Academic Qualifications (with dates and granting bodies):
- (a) B.Ed. Chemistry Education University of Benin, Benin - 1986
- (b) M.Sc. Analytical Chemistry University of Ibadan, Ibadan - 1988
- (c) Ph.D. Adult Education University of Ibadan, Ibadan - 1998
- V. Professional Qualifications and Diplomas (with dates)
- (a) Bachelor of Education, Chemistry Education, University of Benin, Benin. 1986

VI. Scholarships, Fellowships and Prizes (in respect of Undergraduate and Postgraduate work only).

Kwara State Bursary Award: - 1976-1979

VII. Honours, Distinctions and Membership of Learned Societies

- (a) Fellow, Center for Peace and conflict Studies, (CEPACS)
University of Ibadan,
- (b) Member, Nigerian National Council of Adult Education,
- (c) Member, Nigerian Institute of Training and Development,
- (d) Member, Society for Peace Studies and Practice,
- (e) Member, West Africa Civil Society Forum,
- (f) Member, Nigerian Society of Victimology,

VIII Details of Teaching Experience at University level:

- a. Lecturer II, University of Ibadan, Ibadan 12 February 2011.
- b. Lecturer 1, University of Ibadan, Ibadan 1 October, 2004.
- c. Senior Lecturer University of Ibadan, Ibadan 1 October, 2007.

A. Courses Taught at the Undergraduate level

ADE 203: Principles & Practice of Industrial Relation in Nigeria.

ADE 307: Application of Statistics to Adult Education

B. Courses Taught at the Postgraduate level,

ADE 743: Industrial Training and Manpower Development

ADE 706: Application of Statistics to Adult Education

ADE 843: Conflict Adjustment and Personality Theories:

ADE 884: Conflicts and Resolution Of Conflicts:

ADE 887: Training and Development:

HRS 704: Early Warning Systems and Conflict Prevention

Dissertations and Theses Supervised

(a) *Already Supervised/Completed as at 2009*

B.Ed.	M.Ed.	Ph.D.
10	27	4

1. Laosebikan, Johnson Sola (2005): Skills Re-engineering and Employees Productivity In The Banking Sector In South-Western Nigeria. Ph.D, (Effective date of Award: 23 June, 2005.)
2. Oyeniya, Agnes Olufunke (2006): The Influence of Students Industrial Work Experience (SIWES) On Skills Development and Utilization In Oyo and Osun States, Nigeria. (Effective date of Award: 6 March, 2006.)
3. Obaja, Biodun Sanusi (2009): Women access To Education and Their Participation in Wage Employment in Oyo and Edo States, Nigeria. (Effective date of Award: 3 February, 2009.)
4. Albert, Oluremi Modupe (2010): An Assessment of The Teaching of Peace and Conflict Studies As A General Studies Course In Nigerian Tertiary Institutions. (Effective date of Award: 24 February, 2010.)

IX. Research

(i) **Completed**

In pursuance of my carrier, I have initiated and completed the underlisted research works. Some were carried out individually, while a number were carried out in collaboration with some colleagues.

1. **Work Motivation and Job Performance among Public Sector Employees in Oyo State Nigeria.**

This study was motivated by the absence of consistent empirical evidence to confirm the hypothesized existence of public/private distinctions in employees motivation. The study examined the effect of work motivation in the job performance of public sector employees in Oyo State Civil service. The major findings revealed that strong relationship between work motivation in the public sector and job performance with concurrent implications for industrial peace and harmony. The study also revealed that compensation policies in public organizations contributes to job satiafaction among public employees.(See Publication No 7)

2. **Reducing Youth Violence through Creativity: A Study of Selected University Students in Nigeria**

Co-researcher Dr A. A. Adepoju,
Department of Adult Education, University of Ibadan

The study revealed the inadequacies of the traditional responses to violence among youths and therefore explored the use of the six thinking hats creativity techniques for conflict resolution in schools using a quasi-experimental technique. Findings from the study revealed that this creativity technique contributed significantly to the conflict management abilities of the students. (See Publication No 8)

3. **Conflict Management As a Process in Community Development**

Co-researchers,
Dr. I.A. Abiona
Department of Adult Education, University of Ibadan
and
Dr O. Oyelami
Department of Adult Education, University of Lagos

The study examined the dynamics of conflict and its relationship with development in local communities. The study revealed that conflicts in the communities are essential ingredients for development when approached functionally. It showed that socio-economic and political developments are

closed related to effective conflict management in the local communities. The study also revealed the importance of effective communication to prevent occurrence of conflicts in the communities. It concludes that conflict in itself is an effective and efficient process in community development.

4. **Ethnic Dimensions in Workplace Conflict**

Ethnicity is one of the most powerful forces shaping the political, economic and work life of people in Nigeria. Its influence is so pronounced that every Nigerian tries to express loyalty to his/her ethnic group on the basis of which he/she relates to other people. It is against this backdrop that this study was carried out to assess the impact of ethnicity on attitude of Nigerian workers to workplace peaceful co-existence. The result obtained shows that ethnic affiliation affects very significantly, the working relationship between the top and lower level workers. But contrary to expectation, the result reveals that despite ethnic diversity, the interpersonal relationship between male and female workers remains cordial. Again, the result shows that indigene workers dominate the non-indigenes in some areas. More importantly, the result of the study reveals the fact that ethnic politics ravages the co-operation between the Yoruba and Ibo; Ibo and Hausa; and Yoruba and Hausa workers.(See Publication No 11)

5. **Communication skill and Emotional Intelligence as Predictors of Conflict Handling Behaviour Of Labour Leaders In Lagos State Nigeria.**

Co Researcher, Dr A. R. Bankole

Department of Industrial Relation, Lagos State University, Lagos.

The Study looked at the various behavioural factors that affect the conflict handling styles of selected labour leaders in Lagos Nigeria. Communication skill and emotional intelligence were then examined as intervening variables that could predict these conflict handling behaviours. The findings showed a significant joint effect of the two independent variables (Communication skill and Emotional intelligence) on the conflict handling styles of the research participants. Communication skills was found to have greater effects on the behaviours of the the labour leaders.

(ii) **In Progress**

In furtherance of my academic mandates, I have also commenced some researches which are at various stages of completion. These include the underlisted

1. **Programming Functional Literacy skills in the Traditional Apprenticeship System For Improvement. A Study of Apprentices and Master Motor Mechanics in Ibadan, Nigeia**

The major aspect which the study is focusing is the improvement of traditional apprenticeship system through the introduction of programmed education. The major theory behind programmed literacy education according is that learning takes place effectively when the task to be learned is analyzed, broken down into very small units, and presented to the learner in a logical sequence and at a pace within his own control. The important gain the concept of programmed instruction is likely to bring to apprenticeship system if the result finds the program feasible is the general improvement of the scheme. The study is at the stage of the development and validation of the research measures to be used.

2. **Social Dialogue and Consensus Building in Nigeria's Industrial Relations.**

From the records of industrial disputes for over twenty year and the man hour wasted, it is evident that the delays and the bottleneck in the administration of justice contribute greatly to the incessant dispute and conflicts in the workplace in Nigeria today. The study is striving to assess the concept of social dialogue and consensus building in the work place, their processes and relevance to the peaceful resolution of industrial conflicts with the intention of identifying the role prescription for the principal actors in the industrial relations system. Considering that there is a global shift toward the adoption of social dialogue as a preferred option to address the incessant work stoppages in organizations, this study will find out the extent to which various contextual issues in Nigeria will support or contribute to the issue of social dialogue in the emerging industrial relation system in Nigeria. Literature has been reviewed, The instrument has been developed and the research is at the stage of data collection.

(iii) **Dissertations and Thesis**

1. Akanji, T. A. (1986) The use of Dye Binding Capacity as Indicator of Lysine Content during Fermentation of Maize to produce 'Ogi'. Unpublished M.Sc. Project, Faculty of Science, University of Ibadan, Ibadan.79 pages

2. Akanji, T. A. (1998) Integration of Training Programs Towards effective Skill Development in Some Segments of the Nigeria Armed Forces. Unpublished Ph.D. Thesis, Faculty of Education, University of Ibadan.217 pages.

X Publications

(a) **Books already published** Nil

(b) **Chapters in Books Already Published:**

1. Yusuf, T.A. (2001): Training and Skill Development in the Nigerian Armed Forces. In J.T Okedara , C. N. Anyanwu, and M.A.L.Omole, (Eds) Rethinking Adult and Non-formal Education, Ibadan, Department of Adult Education. pp212-220.
(Nigeria)
2. Akanji, T.A. (2004): Perspectives on Workplace Conflict Management and New Approaches for the 21st century In I.O.Albert (Ed) Perspectives in Peace and Conflicts in Africa. Peace and Conflicts Studies Program, Ibadan. pp235-251.
(Nigeria)
3. Akanji, T.A. (2008): The Impact of Traditional Apprenticeship System on Occupational Skills Acquisition for Self Employment in The New Millenium: A survey of selected Trades in Ibadan City, Nigeria in Marcie Boucouvalas and R Aderinoye (Eds) Education for Millenium Development. Ibadan, Spectrum Books. pp162-178
(Nigeria and United Kingdom)

(c) **Articles that have already appeared in Refereed Conference Proceedings**

4. **Akanji, T.A.** Akpama, S.I., Andong, H.A., Ojisi, P.A. (2006): Adult and Non formal Education As A Tool For Conflict Transformation In Nigeria. In Abiodun Okediran (Ed) Adult and Non- Formal Education In Nigeria: Emerging Issues; UNESCO, 286-299.
Contribution: 60%
(Nigeria)

(d) **Patents:** Nil

(e) **Articles that have already appeared in learned journals**

5. Yusuf, T.A. (2000): "History and Prospects of Collective Bargaining in Nigeria." International Journal of Continuing and Non-formal Education, Volume 1, No.2. 49-62.
(Nigeria)

6. Akanji, T.A. (2002): An Exploration of New Approaches of Conflict Resolution in Community Development. African Journal of Labour Studies. Vol 5 Nos 1 &2. 34-42.
(Nigeria)
7. Akanji, T.A. (2003): Work Motivation and Job Performance Among Public Sector Employees in Oyo State Nigeria. African Journal of Educational Research, Vol. 9, No. 1&2, 36-41.
(Nigeria)
8. Shadare, O.A. and **Akanji, T.A. (2004)**: Computer Appreciation and Internet Access to Learning. International Journal of Literacy Education, Vol.1, No. 1, 13-20 .
(Nigeria)
Contribution: 75%
9. **Akanji, T.A.** and Adepoju, T.A. (2004): Reducing Youth Violence through Creativity; A study of selected University Students in Nigeria. International Journal of Educational Studies Vol 4 Nos 1&2 46-53.
(Nigeria)
Contribution: 50%
10. Akanji, T.A. (2005): Educational Strategies For Mainstreaming Youths For Peace in Nigeria. West African Journal of Education. VOL XXV. 105-112.
(Nigeria)
11. **Akanji, T.A.** and Bankole, A.R. (2007): Training and Human Resource Development in Nigeria. International Journal of Training and Development. Vol 11 No 3. 222-233
(United Kingdom)
Contribution: 80%
12. Akanji, T.A. (2007): Ethnic Dimensions of Work Place Conflicts In Nigeria. International Journal of Literacy Education. Vol 4 No 1. 41-51
(Nigeria)
13. **Akanji, T.A.** and Bankole, A.R. (2007): The Role of Emotional Intelligence on Organizational Conflict Resolution in Nigeria. International Journal of Continuing and Non-formal Education. Vol 4, No. 2. 51-60.
(Nigeria)
Contribution: 80%

- *14. **Akanji, T.A.** and Kester, K.O. (2007): Government Public Policy and the Dynamics of Employment Relations in Developing Countries: The Experience of Nigeria." Pakistani Journal of Social Sciences. Vol 4 No.6 762-769.
(Pakistan)
Contribution: 50%
- *15. Abiona, I.A., **Akanji, T.A.** and Oyelami, A.A. (2007): Conflict Management As a Process of Community Development. Trends In Educational Studies, Vol 2 No 1. 13-18.
(Nigeria)
Contribution: 40%
- *16. **Akanji, T.A.** and Oyitso, M. (2008): Participants assessment of Continuing Education Programmes in Edo State; Journal of Adult Education Studies Vol 1 No 3. 15-22.
(Nigeria)
Contribution: 75%
- *17. **Akanji, T.A.** and Olawuni, A.O. (2008): Public/Private Partnership For Sustainable Community Development in Southwestern Nigeria. International Journal of Continuing and Non Formal Education, Vol 5 No 1. 31-47.
(Nigeria)
Contribution: 60%
- *18. **Akanji, T.A.** and Ola, C. (2009): Global Communication /Educational Resources and Skill Development in Developing countries; Case study of University Librarians in Nigeria. African symposium: An Online Journal of African Educational Research Network, Vol 9 No 1. 27-36.
(USA)
Contribution: 50%
- *19. **Akanji, T.A.** and Bankole, A.R. (2009): Socio-Psychological Correlates of Conflict handling behavior of oil workers in Nigeria. Nigerian Journal of Clinical and Counseling Psychology Vol. 15 No 1. 169-185.
(Nigeria)
Contribution: 80%
- *20. **Akanji, T.A.** and Ambode, A.A. (2009): Appraising the Effectiveness of Open Distance Learning System in Achieving Quality Education In Nigeria. International Journal of Literacy Education, Vol 6 No. 1. 239-249.
(Nigeria)
Contribution: 80%

*Publications since last promotion

(f) **Articles already accepted for publication in Learned Journals**

- *21. **Akanji, T.A.** and Bankole, A.R. (2007): Communication skill and Emotional Intelligence As Predictors of Conflict Handling Behaviour Of Labour Leaders In Lagos State Nigeria. Adult Education In Nigeria. Vol 16.
(Nigeria)
Contribution: 80%

(g) **Technical Reports/Monographs**

- *22. Akanji, T.A. (2008): Mapping and Assessing the Capacity of Community Development Associations in Strengthening Local Governance, A study conducted for and on behalf of Coalitions for Change, Sponsored by DFID, 89 pages.
(Nigeria)
- *23. Akanji, T.A. (2009): Conflict Management and Peace Building. A training monograph developed for Niger Delta Job Creation and Conflict Prevention Initiative Project Commissioned by United Nations Office For Project Services, (UNOPS), 121 pages
(Nigeria)

*Publications since last promotion

The Focus of My Research

The focus of my research are: (i) Workplace conflict management, and (ii) Peace building and Community development.

Workplace conflict management,

The main focus of my research is the patterns and trends of conflict in the workplace. My initial investigations revealed that conflict in itself is not inherently harmful, its consequences could be devastating where conflict is not properly managed and that conflict arises mostly due to interpersonal squabbles between the superordinates and their subordinates. It also established that in the same vein, conflict could serve as a catalyst of positive change if it is handled effectively by the parties involved (Publication No 2, 4, 5, 14). Therefore, I saw the need to find out how the resultant conflicts can be effectively and appropriately managed to ward off the chances of having the corporate goals of organizations jeopardized by conflict of interests.(Publications, 6, 8, 9,). Further steps were taken to identify the influences of the key players in work organizations on conflict handling particularly the supervisors. In view of the fact that they relate directly with workers, they are more prone to conflict than other higher level authorities hence the need to examine their conflict management styles. My various research efforts revealed that industrial conflict as found in many organizations today bothers more on conflict handling behaviour of the parties involved than economic reasons. (Publications, 11,12,18 and 20).

Peace building and Community development.

Motivated by the findings from above, that workers are members of a larger community and are subject to environmental influences, I sought to establish an interface between workplace conflict and community conflict. I therefore commenced investigation into the influence of conflict management in community development as a result of the earlier revelation that peace and development are inseparable duo. My research efforts have revealed that development without peace is not sustainable and that peace without development is not durable. I therefore strived to show through further investigation that understanding the linkage between the duo can make policy and practice in these areas to be mutually reinforcing. (Publication No 5, 15, 17)

My focus in these areas has revealed that developing human and institutional capacities are major fulcrum required for managing diversities even in stable societies. Subsequently, further efforts show that training and skill development can address some of the root causes of conflict within the workplace and the larger society. Further research efforts have been directed at educational approaches to peace building, skills training for conflict handling, increasing access through distance education, policy issues in training and human resource development. (Publications No 1, 7, 9, 10, 13, 16, 19).

Ten Publications Reflecting My Contributions to Scholarship in My Discipline.

The ten (10) publications, which best reflect my contributions to scholarship and research are from two inter-related research areas in which I have worked, namely:

- Workplace Conflict Management,
- Peace building and Community development

These ten publications grouped under the above major headings are:

1. Akanji, T.A. (2004): Perspectives in Workplace Conflict Management and New Approaches for the 21st century. In I.O.Albert (Ed) Perspectives in Peace and Conflicts in Africa. Peace and Conflicts Studies Ibadan, pp235-251.
Nigeria, No 2 on CV
2. Akanji, T.A. and Bankole, A.R. (2009): Socio-Psychological Correlates of Conflict handling behavior of oil workers in Nigeria. Nigerian Journal Clinical and Counseling Psychology Vol. 15 No 1, 169-185
Nigeria, No 19 on CV
3. Akanji, T.A. (2007): Ethnic Dimensions of Work Place Conflicts In Nigeria. International Journal of Literacy Education. Vol 4 No 1, 41-51.
Nigeria, No 12 on CV
4. Akanji, T.A. and Bankole, A.R. (2007): The Influence of Emotional Intelligence on Organizational Conflict Resolution In Nigeria. International Journal of Continuing and Non-formal Education., Volume 4, No. 2, 51-60.
Nigeria, No 13 on CV.
5. Akanji, T.A. and Kester, K.O. (2007): Government Public Policy and the Dynamics of Employment Relations in Developing Countries. Pakistani Journal of Social Sciences. Vol 4 No.6, 762-769.
Pakistan, No 14 on CV
6. Akanji, T.A. (2003): Work Motivation and Job Performance Among Public Sector Employees in Oyo State Nigeria. African Journal of Educational Research, Vol. 9, No. 1&2, 36-41
(Nigeria), No 7 on CV

7. Akanji, T.A. and Adepoju, T.A. (2004): The Six Thinking Hats Model of Conflict Handling Among Selected University Students in Nigeria. International Journal of Educational Studies Vol 4 Nos 1&2, 46-53.
Nigeria, No 9 on CV
8. Abiona, I.A., Akanji, T.A. and Oyelami, A. (2007): Conflict Management As a Process in Community Development. Trends In Educational Studies, Vol 2 No 1. 13-18
Nigeria, No 15 on CV.
9. Akanji, T.A. and Ola, C. (2009): Global Communication/educational resources and skill development in developing countries; Case study of university Librarians in Nigeria. African symposium: an online journal of African Educational Research Network, Vol 9 No 1, 27-36
USA, No 18 on CV.
10. Akanji, T.A. and Bankole, A.R. (2007): Training and Human Resource Development in Nigeria. International Journal of Training and Development. Vol 11 No 3, 222-233,
United Kingdom, No 11 on CV

XI. MAJOR CONFERENCES ATTENDED WITH PAPER READ
(In the Last 5 Years)

1. Annual Conference of Nigerian National Council For Adult Education held at the Conference Centre, University of Ibadan, Ibadan. 18th – 21st October, 2005.
Paper Read: Adult and Non formal Education As A Tool For Conflict Transformation In Nigeria.

2. International Police Executive Conference, Dubai Police Headquarters. April 8 – 13 2007.
Paper Read: Democratization and Internal Security Threats; Implication For Retraining Needs of The Nigeria Police.

3. International Conference of the Society for Peace Studies and Practice, Tahir Hotel, Kano 22-24, June 2009
Paper Read: Theoretical Understanding of Ethnic Conflicts in Nigeria.

4. National Labour Disputes Summit, National Universities Commission, Abuja 4-5 december 2009.
Paper Read: Best Practices in Labour Disputes Management, The Experience of Nigeria

.....
Dr. T. A. Akanji

.....
Date