

CURRICULUM VITAE

- I. a. Name: Professor Peter Brai Abu
b. Date of Birth: 4 January, 1952
c. Department: Adult Education
d. Faculty: Education
- II. a. First Academic Appointment: Lecturer II 1 August, 2001
b. Present Post (with date): Professor 1 October, 2013
c. Date of Last Promotion: 1 October, 2013
d. Date last considered (in cases where promotion was not through): Not Applicable
- III. University Education (with dates):
- | | | |
|---------------------------------|---|-----------|
| 1. University of Ibadan, Ibadan | - | 1972-1976 |
| 2. University of Ibadan, Ibadan | - | 1986-1987 |
| 3. University of Ibadan, Ibadan | - | 1992-1998 |
- IV. Academic Qualification (with dates and granting bodies} :
- | | | |
|--|---|------|
| 1. B.A. (Hons), University of Ibadan, Ibadan | - | 1976 |
| 2. MILR, University of Ibadan, Ibadan | - | 1987 |
| 3. Ph.D, University of Ibadan, Ibadan | - | 1998 |
- V. Professional Qualifications and Diplomas (with dates):
- | | | |
|------------------------------------|---|------|
| MILR, University of Ibadan, Ibadan | - | 1987 |
|------------------------------------|---|------|
- VI. Scholarships, Fellowships and Prizes (with date) in Respect of Undergraduate and Postgraduate work only):
- | | | |
|---|--|-------------|
| Federal Government of Nigeria Scholarship Award in respect of B.A. Degree Programme | | 1972 – 1976 |
|---|--|-------------|

VII. Honours, Distinctions and Membership of Learned Societies:

1. Member, Nigerian National Council for Adult Education
2. Member, Nigeria Association of Educational Administration and Planning
3. Associate Member of Personnel Management of Nigeria
4. Associate Member, Nigerian Institute of Management
5. Editorial Board Member, Nigeria Journal of Industrial Education and Labour Relations, Department of Adult Education, University of Ibadan, Ibadan.
6. Member, Faculty of Education Appointment and Promotion Committee for HATISS 1-5.
7. Member, University Housing Committee.
8. Member, of Senate University of Ibadan.
9. Member, Senior Staff Disciplinary Committee.
10. Member, Court of Governors, College of Medicine, University of Ibadan.
11. Member, Board of University Bookshop
12. Justice of the Peace Oyo State and Commissioner for Oaths
13. Awarded The Kuti Masters' Prize for the best behaved student 1973/1974
14. Member, Faculty Curriculum Committee
15. Representative Faculty of Education, Promotions and Appointment Committee

VIII. Previous Administrative Positions Held Since First Appointment In University of Ibadan before, my Appointment as a Lecturer:

- | | | |
|----|---|-------------|
| 1. | Administrative Officer II College of Medicine, U.I. | 1979-1980 |
| 2. | Administrative Officer I College of Medicine, U.I. | 1980 - 1983 |
| 3. | Assistant Registrar College of Medicine, U.I. | 1983 - 1986 |
| 4. | Senior Assistant Registrar College of Medicine, U.I. | 1986 - 1990 |
| 5. | Principal Assistant Registrar College of Medicine, U.I. | 1991 - 2001 |

IX. Visiting Senior Lecturer:
Niger Delta University, Wilberforce Island, Bayelsa State 2008 - 2011

X. Details of Teaching Experience at University Level:

- a. Lecturer II: University of Ibadan, Ibadan - 1 August, 2001
- b. Lecturer I: University of Ibadan, Ibadan - 1 October, 2004
- c. Senior Lecturer: University of Ibadan, Ibadan-1 October, 2007
- d. Reader: University of Ibadan - 1 October, 2010
- e. Professor: University of Ibadan, Ibadan - 1 October, 2013

Courses Taught

A. Sub-Degree Level

1. ADD 158 - Planning and Financing of Adult Education
2. ADD 160 - Community Development African History
3. ADD 264 - Trade Unionism and Industrial Relations
4. ADD 265 - Collective Bargaining
5. ADD 267 - Principles and Practice of Personnel Management
6. ADD 269 - Employers Association
7. ADD 284 - Project Supervision

B. Undergraduate Level

1. ADE 104 Introduction to Industrial Education
2. ADE 203 - Principles and Practice of Industrial Relations
3. ADE 207- Principles and Practice of Adult Education
4. ADE 208 - Fieldwork in Community Development and Youth Organisation
5. ADE 304 - Industrial Education, Training and Development
6. ADE401 - Trade Union Education.
7. ADE402 - Comparative Adult Education
8. ADE 406 Management of Adult Education

9. ADE408 - The Sociology of Adult Education, Community Development and Social Welfare.
10. ADE 409 - Adult Personality and Community Education
11. ADE411 - Practicum in Industrial Education.
12. ADE412 - Project Supervision.

B. Postgraduate Level

1. ADE 707 - Practicum
2. ADE 709 -Project Supervision
3. ADE 721 - Organisation and Administration
4. ADE 740 - Labour Relation System
5. ADE 741 - Labour Relations in Nigeria
6. ADE 742 - Public Policy and Industry Relations
7. ADE 743 - Industrial Training
8. ADE 881 - Labour Management
9. ADE 882 - International Aspects of Industrial Relations
10. ADE 883 -Collective Bargaining
11. ADE 884 - Conflict and Resolution of Conflict
12. ADE 885 - Continuing Education Programme for Industry
13. ADE 886 - Labour Education
14. ADE 887 - Training and Development
15. ADE 888 - Current Issues in Industrial Relations

C. Project Supervision

M.Ed. Research Project: 70

B.Ed. Project supervision: 85

Ph.D Supervision

1. Oyewo, B. A. (2009): Socio-Economic and Demographic Factors As Predictors of some Health Risk-Taking Behaviours Among Selected Secondary School Adolescents in Lagos And Ogun States, Nigeria. (Effective Date of Award: 28 July, 2009)

2. Onaga, U. N. (2009): Predictors of Working Mothers Participation, Persistence and Success in In-Service Training Programmes Oyo and Anambra States Civil Service, Nigeria.
(Effective Date of Award: 3September, 2009)
3. Fakunle, O. F. (2010): Effects of Peace Education on the Performanceof Nigeria Police in the Management of Conflicts in the Niger Delta Region of Nigeria.
(Effective Date of Award: 22 February, 2010)
4. Agboola, B.G. (2012): Influence of Private Institutions' Participation on Access to University Education in South Western Nigeria (1999 - 2008).
(Effective date of Award: 14 September, 2012)
5. Itakpe, M.A. (2012): Evaluation of the effectiveness of the Collegiate System of Administration in selected Colleges of Medicine in federal Universities in Nigeria.
(Effective date of Award: 24 September, 2012)
6. Alimba, C.N. (2013): Conflict Variables as Correlates of Public Secondary school Teachers' Productivity in Adamawa State Nigeria.
(Effective date of Award: 6 June, 2013)
7. Ojo, M. O. (2015): Impact ofLeadership Styles, Proprietorship and Funding on Administrators' Effectiveness in Universities in the South-West, Nigeria.
(Effective date of Award: 25 May, 2015)
8. Omotayo, O. T. (2015): Socio-Economic Factors and Health Status as Determinants of Public Service Retirees' Life Satisfaction in the South-West, Nigeria.
(Effective Date of Award: 24 August, 2015)

XI Research

(a) Completed

Stated below are researches which were designed and carried out by me and in collaboration with other colleagues:

1. Multilateral Bargaining Approach towards Effective Dispute Resolution in the Public Sector: The Experience of Federal Universities in Nigeria, 1990-1996.

This is a qualitative study, designed to examine the effectiveness of the multi-literal bargaining approach towards effective dispute resolutions between labour and management in the Federal Universities in Nigeria. The aim was to establish the advantages this approach has over the traditional bilateral collective bargaining approach in dispute resolution. The research design used for this study was the ex-post facto correlation design. A total of two hundred and twenty eight subjects were used for this study. The result established the fact that multilateral bargaining approach encourages better cohesion and cooperation among the workers in the universities. It recommended the adoption of multilateral collective bargaining approach for dispute resolution as against the traditional bilateral collective bargaining approach. Already published (see publication 5)

2. Measuring Human Organization in Adult Education: Application of Likert principles.

Co-researcher: Akintayo, D.I., Osun State University, Okuku campus

The study investigated the relevance of Rensis Likert Human Organization measurement as a means of goal achievement. The aim was to establish the influence of planning programming, and budgeting system on effective management of resources in any result-oriented organization in Nigeria. The qualitative research method was utilized to correlate measurement of human organization with effective resource manufacturing organization that embarked on adult education programmes in Nigeria. It was revealed that Likert's human organization measurement approach is relevant and capable of enhancing financial management of adult education programmes. It was

recommended that for effective management of adult education programmes, planning, programming and budgeting system agencies should apply Likert's skill measuring human organization with lost effectiveness for attainment of organizational goals.

3. Higher Technical Education and Youth Preparation for Sustainable Entrepreneurship Development

Co-researcher: Oghenekohwo, J.E., Niger Delta University, Bayelsa state.

This paper examined the correlation between higher technical education and the youth preparation for entrepreneurial strategies that have potentials for and impact on broadening youth opportunities and enhancing their capabilities thereby responding appropriately to the critical life transition in the African development context. The survey research design was used in obtaining data from 486 students and instructors from purposively selected higher technical education institutions from two core geographical Niger Delta States. A validated questionnaire tagged: "Higher Technical Education and Entrepreneurship Development scale" ($r = 0.82$), complement with Focus Group Discussion (FGD) was used for data collection. Two research questions were raised and answered. Both descriptive and inferential statistics of percentages, Pearson Correlation and Analysis of variance were used to analyze data at 0.05 alpha levels. Results indicated that higher technical education prepares students limitedly for sustainable entrepreneurship development in the region.

4. Private Sector Participation and Access to University Education in Nigeria.

Co-researcher: Agboola, B.G., Ekiti state University, Ado Ekiti.

This paper examined the rate at which private universities is increasing in Nigeria in the context of its response to admission demands of thousands of applicants seeking university admission and also meeting the industrial sector demand. The descriptive research design of *expo facto* type was adopted for the study with 1,020 participants drawn through the purposive and random sampling techniques from principal management, senior registry, senior academic staff and students from private universities in South Western Nigeria. The questionnaire tagged "Private Institutions'

Participation Scale” (PIPS); with $r = 0.85$ for staff, university, university access questionnaire (UAQ) and key informant interviews were used to obtain data from the study. The results of the tested hypothesis showed that, there was a significance relationship between increased enrolment to university education and entrepreneurial courses is a vital predictor of access to university education ($r= 263^{***}$, $N = 1020$, $p <.01$).

5. Class Factors as Determinants of Secondary School Students

Academic Performance in Oyo State, Nigeria.

Co-researchers: Fabunmi, M., University of Ibadan and Adeniji, I., Olabisi Onabanjo University, Ago-Iwoye, Ogun State.

This study investigated the extent to which class factors like class size, student-classroom space and class utilization rate determined the performance of Secondary School Students in Senior Secondary Certificate Examination (SSCE) conducted by the West African Examinations Council (WAEC) in Oyo State, Nigeria between 1997 and 2002 school years. The study was conducted ex-post facto under a descriptive survey research design. A total of 200 out of the 336 secondary schools in the state were randomly selected for the study.

6. Empirical Validity of impact of University Model of Literacy for Empowerment.

This was a study on empirical validity of impact of university model of literacy for empowerment. Various non-formal education literacy programmes, have been undertaken by institutions, non-governmental organisations (NGOS) communities and individuals for the purpose of functionally empowering beneficiaries. This study examined impact to which university models of literacy programmes have contributed to the communities. The results established that non-formal education programmes are good examples of university strategic literacy models that facilitate and accelerate the pace of community empowerment. It also established that literacy models for empowerment are critical to income generation, self-reliance development entrepreneurial skills and creativity drive.

7. The Efficiency of Co-operative Societies in Creation and Management of Credit Facilities for Economic Development.

Co-researcher: Oghenekohwo, J.E., Niger Delta University. Bayelsa State.

This study examined the efficiency of cooperative societies in the creation and management of credit facilities for economic development. The study adopted the survey research method and five cooperatives societies were randomly selected from Ibadan the largest city in the West Africa region. In each of the societies, fifty (50) co- operators and five (50) officials (executive) were randomly selected for the study which accounted for two hundred and seventy-five (275) subjects used for the study. Two sets of questionnaire were used in collection of data from the subject. The data collected were used in the analysis of the two research hypotheses stated for the study at 0.05 alpha level of significance using the chi-square (X^2) statistical method. The findings from the study showed that, there was significant relationship between capitalization through co-operative organisations and national economic investment and growth($X^2 = 53.21$; Df =4. P = <0.05); that savings and mutual aids support significant influenced the creation and management of credit facilities ($X^2 = 94.4$; Df = 4; P= <0.05).

8. Efficiency of Reward System in Non-formal Education practice among selected case studies in South-South Nigeria.

Co-researcher: Oghenekhowo, J.E., Niger Delta University, Bayelsa State.

This study provides analytic perspectives on the efficiency of reward system and its impact on the development of non-formal education programmes in South- South Nigeria towards meeting the expectations of the millennium development goals (MDG). The dividing fortune in the management of efficiency in non-formal education programme portends serious setbacks on the attainment of the millennium development goal (MDGS) just as the slow pace at utilizing non-formal education programmes to track MDGS is traceable to major structural cases of performance problem as associated with management of reward system among instructors and facilitators of non-formal education programmes. It recommended that improved performance among literacy instructors and facilitators can only be enhanced through efficient reward system for the overall objective of achieving and sustaining a literate society.

9. Empirical Validity of Predictor of Girl Child Education in Bayelsa State, Nigeria.

The study empirically examined the validity of predictors of girl child education in Bayelsa state, Nigeria. It adapted a descriptive survey research design. A sample of 403 parents from 20,180 target population was selected through stratified and random sampling technique. A self-structured questionnaire titled “Predictor of Girl-child Education Questionnaire (P G E Q), with $r = .76$ was used for data collection. Five research questions were raised and analyzed using frequency distribution counts and percentage and multiple regression analysis at 0.05 alphas. The result showed that income level of parents (54.9%), educational valuation (56.7%), social valuation (81.3%) and individual attitude to learning (50.5%) positively predicted girl-child education. It recommended that parents should develop positive attitude towards the education of the girl-child.

10. Literacy and Human Capital Development in Work Organisation

The study investigated literacy and Human capital Development in work organisations. This study posits that literacy which provides for dynamism of workers and efficiency of organisations is crucial to human capital development. Since there are different levels of literacy development, the workplace provides an opportunity; exhibit the skills of literacy as its outcomes affect individual, the general organisational effectiveness and well-being. Thus investment in literacy is a driving force of organisational development.

(b) In Progress

The following are the research works conceptualized and presently being carried out by me:

1. Industrial Democracy as Correlate of Improved Labour Management Relations among the Civil Servants in Oyo state.

The research focuses on industrial democracy as an experiment for improved labour / management relations among the civil servants in Oyo State, The recently approved 15% increase by the President of the country motivated me to carry out

this study to determine whether political democracy can be transferred into the industry whereby the concept of “government of the people, for the people” can hold in industry. The 29 affiliate unions of NLC and 24 affiliate unions of TUC were observed to have ganged up to negotiate with the government by forming a joint-negotiating team as against what used to be bilateral bargaining. The major objective is to establish the importance of the multilateral approach to solving industrial disputes in the public sector. This is an on-going research which started in 2010.

2. Planning, Funding and Implementation of Adult Educational Programmes in Nigerian Universities (1966-1999).

This study investigates the planning, funding and implementation of adult educational programmes in Nigerian Universities between 1966 and 1999 during the military dictatorship in the country. This is a period of thirty-three years of military rule and the short-lived civilian administration of President Shehu Shagari. The population of all the federally owned universities in Nigeria offering Adult Education courses shall be taken using secondary data for analysis. The statistics to be used are follows, Pearson Product Movement Correlation, Linear Regression Analysis of Variance and Scheffe Post Hoc Analysis. The decision level is 0.05. This started in 2012.

3. Evaluation of Industrial Relations Practice in Nigeria under the New Democratic Dispensation (1999-2012).

The study seeks to investigate the evaluation of industrial relations practice under the new democratic dispensation (1999-2012). This is a period of 13 years under the Presidential System of Government. During the military rule, industrial relations practice in Nigeria moved away from volunteerism to that of government intervention. The study examines the roles of Federal Government and the National Assembly in the practice of industrial relations within this period with a view of making recommendations for policy makers and practitioners of industrial relations in Nigeria. The descriptive survey design will be adopted, using multi-stage sampling technique. The major instrument for data collection is a set questionnaire

with reliability value of 8.82. The administration of the research started in 2011. It is at the point of collecting data.

(c) Dissertation and Thesis:

1. Abu, P. B. (1998): Dispute Resolution in the Public Sector: The Experience of Federal Universities in Nigeria, 1990 - 1996, Unpublished Ph.D. Thesis University of Ibadan, Ibadan, 226 pages.

XII. Publications

(a) Books Already Published:

1. Abu, P. B. (February 2013): A Perspective in Collective Bargaining. Agbo Area Publishers Ibadan. 122 pages. Nigeria.

(b) Chapters in Books Already Published:

2. Abu, P. B. (2007): Evolution of Industrial Relations in Nigeria. Readings in K. A. Alebiosu, D. I. Akintayo, and Y. A. Raji; (Eds) Industrial Relations: Theory and Practice in Nigeria, Ibadan, pages 23-38. Nigeria.
3. **Abu, P.B.** and Bankole, A.R. (2008): A Situation Analysis of International Labour Organization Conventions and the Nigerian Labour Laws. Readings in Marcie Boucouvalas and Rashid Aderinoye (Eds). Education Millennium Development Spectrum Books, Ibadan. Pages 245-264. Nigeria.

(e) Articles that have already appeared in Learned Journals

4. Abu, P.B. (1998): The Effectiveness of Trade Disputes Act and Conflict Resolution Mechanism in Nigeria. The African Journal of Labour Studies Vol. 4, Nos. 1&2, 84-93. Nigeria.
5. Abu, P. B. (2000): Workers' Right and Responsibilities. International Journal of Continuing and Non-formal Education Vol. 1, No 1, 52-59. Nigeria.
6. Abu, P. B. (2001): Multilateral Bargaining Approach towards Effective Dispute Resolution in the Public Sector. The Experience of Federal Universities in Nigeria. African Journal of Educational Management Vol. 9, No. 2, 155-174. Nigeria.
7. Abiona, L.A. and **Abu, P.B.** (2002): New Dimension in the Challenge of Continuing Education. International Journal of Continuing and Non-formal Education Vol.1, No. 1, 117-126. Nigeria.
8. **Abu, P.B.** and Abiona, L.A. (2002): Traditional Functions of Trade Union in Industrial Relations. International Journal of Continuing and Non-formal Education Vol. 1 No. 2 98-109. Nigeria.
9. Abu, P.B. (2002): Labour Education and Job Security Implication for Labour Management Relations in Private Organisations. Nigerian Journal of Clinical and counseling Psychology Vol.8, Issues 1&2, 103- 111. Nigeria.
10. **Abu, P.B.** and Akintayo, D. I. (2002): Skill Development and Collective Bargaining. The Challenges of Continuing Education in Nigeria. African

Journal of Educational planning and Policy Studies Vol. 3, No. 2, 57-66.
Nigeria.

11. **Abu, P. B.** and Akintayo, D.I. (2002): Analysis of Dunlop and Craigviews Of Industrial Relations and its Relevance to Nigerian University System. African Journal of Educational Management Vol. 10, No. 1, 183-194.
Nigeria.
12. **Abu, P. B.** and Aroge, T. (2002): Monetisation of Workers Rewards; It's Implication on Labour. The African Journal of Labour Studies Vol. 5, 1&2, 64-77.**Nigeria.**
13. **Abu, P. B.** and Oghenekhowo, J.E. (2003): The Efficiency of Co-operative Society in Creation and Management of Credit Facilities for Economic Development. The Nigerian Journal of Industrial Education and Labour Relations Vol. 5 (1), 43-59. **Nigeria.**
14. Abu, P. B. (2003): Industrial Relations System: The Problem of Conceptualization in a Developing Country. Nigerian Journal of Applied Psychology Vol. 7, No. 2, 78-88.**Nigeria.**
15. **Abu, P. B.** and Akintayo, D.O. (2003): Non-formal Education as a Strategy for Professional Development in Nigeria. African Journal of Educational Research Vol.9, No. 1& 2, 49-58.**Nigeria.**
16. **Abu, P. B.** and Oghenekhowo, J.E. (2003): Role of Effective Communication in Achieving High Productivity in Industrial Organisation. Nigerian Library and Information Science Review Vol. 21, No. 2, 15-42, **Nigeria.**
17. Abu, P. B. (2004): Operationalising the National (EFA) Plan Improved Equitable Access to Basic and Continuing Education for all Adults. International Journal of Literacy Education, Vol.2, No.1, 58-69.**Nigeria.**
18. **Abu, P. B.** and Akintayo, D. O. (2004): Measuring Human Organization in Adult Education, Application of Likert Principle West African Journal of Education Vol. xxiv, No.1, 150-157.**Nigeria.**
19. Abu, P. B.(2004): Non-formal Education and Emancipation of Adult-learners. West African Journal of Education. Vol. xxiv, No.1, 135-141.**Nigeria.**

20. **Abu, P. B.**, Ojokheta, K. O. and Oghenekhowo, J. E. (2004): Global Perspective to the Economics of Distance Education Delivery. International Journal of Literacy, Training and Development UNESCO Chair Publication Vol. 1, No. 2, 120.**Nigeria.**

21. Akintayo, D. I. and **Abu, P. B.** (2004): Organisational Commitment among Industrial Workers. The Impact of Demographic Factors. The Nigerian Journal of Industrial Education Vol. 6, No. 1, 1-18. **Nigeria.**

22. Fadare, B. and **Abu, P. B.** (2004): Effective Utilization of Radio for Literacy delivery and Promotion of Nigeria. International Journal of Literacy Education, Literacy by Radio UNESCO Chair Publication Vol. 1, No. 2, 6-12.**Nigeria.**

23. **Abu, P. B.** and Fabunmi, M. (2005): The Relationship Teacher Variables and Adult Learners Academic International Journal of African and African-American Studies" Vol. IV, No. 1, 12-20.**USA.**

24. Akintayo, D. I. and **Abu, P. B.** (2005): The Impact of Demographic Factors on Organisational Commitment of Industrial Workers in Lagos State, Nigeria. International Journal of Psychology and Sports Ethics Vol. 7, 32-41. **Nigeria.**

25. Abu, P. B. (2007): Perceptions of Causes of Intra and Inter Union Conflicts among University Workers in Nigeria. International Journal of Continuing and Non-formal Education Vol. 4, No. 1, 32-49. **Nigeria.**

26. Abu, P. B. (2007): Effectiveness of Trade Union Education on the Sustenance of Industrial Harmony in Nigeria, Adult Education in Nigeria. Vol. 14, 321-347. **Nigeria.**

27. Fabunmi, M; **Abu, P.B.** and Adeniji, I. (2007): Class Factors as Determinants Of Secondary School Students Academic Performance in Oyo State, Nigeria: Journal of Social Sciences Vol. 14, No. 33, 243-247.**India.**

28. Abu, P. B. (2007). An Appraisal of the Trade Union Amendment Act of 2005 in Relation to the Current Labour Management Relations in Nigeria, International Journal of African and African-American Studies. Vol. VI, No. 1, 36-46.**USA.**

29. Abu, P. B. (2008): Effectiveness of Trade Union Education on the Sustenance of Industrial Harmony in Nigeria. West Africa Journal of Management and Liberal Studies Vol. 2, No. 1, 236-251.**Ghana.**

30. **Abu, P. B.** and Oghenekokwo, J. E. (2008): Higher Education and Leadership Development. Journal of Adult Education and Development. Vol.4, No. 1, 1-9. **Nigeria.**
31. **Abu, P. B.** and Oghenekokwo, J. E. (2008): Global Perspective on the Dynamics of Managing Industrial Relations Crises. West African Journal of Management and Liberal Studies Vol.1, No.1, 161-178. **Ghana.**
32. **Abu, P. B.** and Fakunle, O.F. (2008): Peace Education as Correlates of Effective Police Performance in Conflict Management in Niger Delta Region, Nigeria. International Journal of Continuing and Non-formal education, Vol. 5, No.1, 188-196. **Nigeria.**
33. Abu, P. B.(2008): Literacy and Human Capital Development in Work Organizations. Journal of Publishing, Information and Mass Communication Vol. 6, No.1 49-55. **Ghana.**
34. **Abu, P. B.** and Onaga, U. N. (2008): Predictors of Working Mothers Persistence in In-Service Training Programmes of Oyo and Anambra States Civil Service, Nigeria. International Journal of Distance Education Vol. 3, 88-102. **Nigeria.**
35. **Abu, P. B.,** Oghenekokwo, J. E. and Egumu, A.C. (2008): Analysis as correlates of Academic Staff Retention in Nigerian Universities, International Journal of Literacy Education, Vol. 5, No. 1,188-196. **Nigeria.**
36. **Abu, P. B.** and Akintayo, M.O. (2008): Karl Marx and Industrial Relations: Challenges of Labour Education in Nigeria. African Journal of Educational Management Vol. XI, No. 1, 62-79. **Nigeria.**
37. Abu, P. B. (2008): Perspective on Trade Unions Activities in Nigeria and the Paradigm shift in their growth and Development. African Journal of Technology Policy Vol. 4, No. 1, 12-28. **Ghana.**
38. **Abu, P. B.** and Fakunle, O. F. (2009): Effects of Selected Components of Peace Education on the Performance of the Nigerian Police in the Management of Conflicts in the Niger Delta Region, Nigeria. Africa Journal of Education and Development Vol. 6, No. 1. **Nigeria.**

39. **Abu, P. B.** and Ogbenekokwo, J.E. (2009): Higher Education Research and Economies of Scale of Sustainable Development in Africa. European Journal of Scientific Research Vol. 45, Issues 1. **London.**
40. **Abu, P. B.** and Ogbenekokwo, J.E. (2009): Higher Technical Education and Youth Preparation for Sustainable Entrepreneurship Development. Journal of Sociology and Education in Africa, Vol. 8, No 2, 63-78. **Uganda.**
41. **Abu, P. B.** and Oyewo, B.A. (2009): Adolescent Risk Taking Behaviours as Correlates of STIS/HIV/AIDS among Secondary School Students in Lagos. Journal of Technology, Entrepreneurship and Rural Development Vol. 4, No. 2, 101-110. **Nigeria.**
42. Oghenekhowo, J.E; **Abu, P. B.** and Tambou, G.A. (2009): Strategies for the Sustenance of Quality Assurance in Non-formal Education Curriculum Development. Trends in Educational Studies Vol.4, No.1, 192-196. **Nigeria.**
43. **Abu, P. B.** and Ogbenekokwo, J. E. (2010): Policy Issues in the Management of Inventions. European Journal of Scientific Research Vol. 39, 231-242. **London.**
44. **Abu, P. B.** (2010): Environmental Adult Education and Praxis of Peace Building in the Niger Delta Region of Nigeria. International Journal of Continuing and Non-formal Education Vol. 7, No. 2, 27-36. **Nigeria.**
45. Abu, P. B. (2011): Empirical Validity of Predictor of Girl Child Education in Bayelsa State Nigeria. Journal of Sociology and Education in Africa Vol. 10, No 1, 151-164. **Uganda.**
46. Oghenekohwo, J.E. and **Abu, P. B.** (2011): Public -Private Partnership in Higher Education Research: The Nexus of Mandate, Challenges and Opportunities for Sustainable Development in Africa. European Journal of Social Sciences Vol. 24, No.1, 116-120. **Austria.**
47. Onabajo, F. and **Abu, P. B.** (2011): The impact of Innovation on Entrepreneurial Development Lessons for Developing Economies. Journal of Development Administration Vol. 4, No.1, 40-55. **Nigeria.**
48. Onabajo, F. and **Abu, P. B.** (2011): The effects of Rewards Systems on Employees

Job Performance in Organisations. Journal of Functional Management Vol.4, No.1, 12-23.Nigeria.

49. Palley, F. G. and **Abu, P. B.** (2011): Obstacles in Implementing the Universal Basic Education (UBE) Scheme in Bayelsa State of Nigeria. The Language Factor. Nigerian Journal of Clinical and Counseling Psychology Vol.17, Issue1 & Issue2, 119-136.Nigeria.
50. **Abu, P. B.** and Agboola, B.G. (2012): Private Sector Participation and Access To University Education in Nigeria. KIUJournal of Education Vol.7, 137-155. Uganda.
51. **Abu, P. B.** and Agboola, J. (2012): The relevance of National Youth Service Corps Scheme to Capacity Development and Skill Enhancement of Fresh Graduates. KIUJournal of Education, Vol. 5, 67-79. Uganda.
52. **Abu, P. B.** and Agboola, B. A. (2012): Students Enrollment Cost and Access to University Education in South-west, Nigeria. Journal of Special Education Vol. 11-15, c1 231-242.Nigeria.
53. Abu, P. B.(2012): Empirical Validity of Impact of University Model of Literacy for Employment. Journal of Pedagogical Thought Vol. 5, 37-52.Tanzania.
54. **Abu, P. B.** and Oghenekohwo, J. E. (2012): Citizens participation in Community Developing Countries. The Nigerian experience. Journal of Librarianship and Law Vol. 5 89-97.Tanzania.
55. Oghenekohwo, J.E; **Abu P.B.** and Fabunmi(June 2013): Globalization of Higher Education:Implications for Management and Policy for Adult Learning. African Journal of Pedagogy Vol. 6, 51-63.Tanzania.
56. Oghenekohwo, J.E. and **Abu, P. B.** (2012): Dynamics of Community Education and Peace Building on Sustainable Development in Niger Delta Region. African Journal of Pedagogy Vol. 4, 129-140.Tanzania.
57. Ojo, E. Funmilola and **Abu, P.B.** (2018) Mentoring and Evaluation of Literacy Programmes in Nigeria. *International Journal of Continuing and Non-formal Education* Vol. 9, No. 1, **Nigeria.**

58. Moronkola, O.A., **Abu, P.B.**, Moronkola, O.A. and Bisola Omokhabi (2018) Assessment of Citizen Participation in Community Development Self-Help Initiated Projects in Akinyele Local Government Area of Oyo State: *Nigerian School Health Journal*, Vol. 30, No. 2 **Nigeria**.
59. Alimba, C.N. and **Abu, P.B.** (2018). A Correlation Study on Conflict Management Styles and Teachers' Productivity in Public Secondary Schools in Nigeria. *African Research Review* Vol. 12 pp 77-88.
60. Alimba, C.N. **Abu, P.B.** (2018). School Conflict Typologies and Teachers' Productivity Interrogating the Nexus. *International Journal of Educational Administration, Planning and Research* Vol. 10 (2) 24-40
61. **Abu, P.B.**, Obisanya Funmilayo, Ekpeyong Violet Oyo (2019). Influence of Teachers Performance, Perceived Academic Performance and School Environment on Interest in Schooling among Adolescents in selected Secondary Schools in Oyo. Africa and Education 2030 Agenda Reading in J.A. Ademokoya, R.A. Aderinoye and Tolulope V. Gbadamosi .Pages 539-554. ISBN: 978-2860-53-0.
62. **Abu, P.B.** and Oludeyi, O.S. (2016). Academics Perception of Workplace Architecture and Wellbeing in University Communities. Revitalisation of Nigerian Educational System for Relevance and Development. Readings in M.K. Akinsola, O.A. Moronkola, J.A. Ademokoya and I.A. Salami. Page 231-249 ISBN: 978-978-946-491-3.
63. Abiona, L.A., Momoh Agbomehre M., **Abu, P.B.** (2019). The Building a Conference Centre for the University: 70 years of Adult Education at Ibadan (1948-2019) Ed. Rashid Aderinoye, Deborah Egunyomi, Abidoye Sarumi. Pages 88-95 ISBN: 978-2860-77-8
64. Momoh, A.M., **Abu, P.B.** and Adeyemo, F.O. (2019). Literacy and Skill Development: Expanding Skills Training Opportunities for Disadvantaged Youths Vol. 9 No. 1, ISSN: 0189-6687.
65. **Abu, P.B.**, Ekpeyoung Violet Oyo and Cecilia Akpana Beshel (2019). Human Resource Training in Production Skills and Workers Productivity in selected Companies in Cross River State Nigeria Vol. 10, No. 1 ISSN: 0795-1389.
- (g) Technical Reports and Monographs:
66. **Abu, P. B.** and Faniran, J. (2002): An Analysis of the Administration of Community Development Programmes: Contemporary Issues in Formal and Non-formal Education. Series 1 Sept. – Dec. pp. 13-24.
67. Aroge, T. M; Ajala, E. M. and **Abu, P. B.** (2000): Productivity A Determinant for Appropriate Pricing of Labour. Contemporary Issues in Formal and Non-formal Education Series 2 April - June pp. 14-35.

68. Falase, A;**Abu, P. B.** and Oduneye, T. (2002): The Impact of Adult and Globalisation of Non-formal Education in Nigeria. Journal of Initiatives in Education. Series No. 2 pp. 1-11.

Focus of my Research

In Nigeria, industrial conflicts have been on the increase. The consequences of the conflicts have led to serious socio-economic repercussions and general inconveniences to the public. The frequency of these conflicts has aroused comments from Nigerians on why and how to eliminate or minimize industrial conflicts in the country. Thus, my research has sought to provide theoretical and empirical solutions to the inter and intra industrial relations conflicts caused by the interplay of the old and stable, and the phenomenon created by the new mobile Industrial setting within which the actors interact.

My research focus is on the three major interrelated sub-disciplines of Industrial Relation which was the development and study of Industrial Relation based on System Model, Bargaining and Labour Education. The application and implication of the system model of industrial relation upon which the Nigerian Industrial Relation is based on, takes into cognition the basis of Industrial Relation as emanating from the development and emergence of wage employment and the introduction of trade unionism in Nigeria. In this regard, my research has focused on the roles and predispositions of the key actors in the sphere and space of the discipline of Industrial Relation as influenced by industrialization and globalization factors.

Also, my research has focused on the development of strategic use of the potency of bargaining as the basis for the interpretation of various industrial relation policies in resolving industrial disputes as against government intervention and the resort to legalities to settle disputes. In this sphere, my research provided the theoretical and empirical basis for the application of voluntary and statutory mechanisms for dispute resolution using the settings of collective bargaining and judicial channels. Furthermore, my research efforts have empirically indicated that multilateral approach to bargaining is more effective than bilateral approach due to the current era of heterogeneity of labour relation in Nigeria. Thus, my research efforts have indicated and recommended a multilateral approach to industrial relation bargaining and resolution of conflict among workers and their employers.

In order to ensure industrial harmony, there is the need for data sharing information dissemination, and knowledge provision through labour education. My research efforts in this regard indicated the contents and the context of labour education. It also indicated that labour education enables the actors in industrial relation system to interpret the condition of employment, Labour Act, Government Policies, rules and regulations affecting the world of work and the analysis of International Labour Organization Conventions and the Nigerian Labour Laws.

Based on my theoretical and empirical research effort, it has been espoused that the basis for the emergence of industrial relation was due to the emergence of wage employment and the introduction of trade unionism among the workers; and recommended that the resolution of industrial conflict in an heterogeneous environment should not be bilaterally but multilaterally pursued, and that the actors in the industrial relation system must be informed and educated on all the facets of industrial relation in order to ensure industrial harmony and peace in Nigeria.

TEN PUBLICATIONS WHICH BEST REFLECT MY CONTRIBUTIONS TO SCHOLARSHIP IN MY DISCIPLINE

The ten (10) publications which best reflect my contribution to Scholarship

And researches are from my area of specialization: industrial Education.

1. Abu, P. B. (2001): Multilateral Bargaining Approach towards Effective Dispute Resolution in the Public Sector: The Experience of Federal Universities in **Nigeria**, 1990-1996. African Journal of Educational Management Vol. 9, No. 2, 155-1994.
2. Abu, P. B. (2003): Industrial Relations System: The problem of Conceptualization in a developing country Nigeria, Journal of Applied Psychology Vol. 7, No 2, 78-88. Nigeria.
3. Abu, P. B. (2004): Operationalizing the National (EFA) Plan Improved Equitable Access to Basic and Continuing Education for all Adults. International Journal of Literacy Education, Vol. 2, No. 1, 58-69. Nigeria.
4. Abu, P. B. (2004): Non-formal Education and Emancipation of Adult-learners. West African Journal of Education. Vol. xxiv No.1 135-141. Nigeria.
5. **Abu, P. B.** and Fabunmi, M. (2005): The Relationship Teacher Variables and Adult Learners Academic International Journal of African and African-American Studies" Vol. IV, No. 1, 12-20. USA.
6. Abu P. B. (2007): An appraisal of The Trade Union Amendment Act of 2005 in Relation to the Current Labour Management Relation in Nigeria. International Journal of African and African-American Studies Vol. VI, No. 1, 36-46. USA.
7. Abu P.B. (2007) Effectiveness of Trade Union Education on the Sustenance of Industrial Harmony in Nigeria. Adult Education in Nigeria Vol. 14, 321-347. Nigeria.
8. Abu, P. B. (2007): Perceptions of Causes of Intra and Inter Union Conflicts among University Workers in Nigeria. International Journal of Continuing and Non-Formal Education. Vol. 4, No. 1, 32-49. Nigeria.
9. **Abu, P. B.** and Ogbenekokwo, J.E. (2009) Higher Technical Education and Youth Preparation for Sustainable Entrepreneurship Development, Journal of Sociology and Education in Africa, Vol 8, No 2, 63-78. Uganda.
10. Abu, P. B. (February 2013): A Perspective in Collective Bargaining. Agbo Areo Publishers Ibadan. 122 pages.

XIII Major Conferences Attended with Papers Read (in the last 5 years)

- (i) 2009 International Conference on Education for Sustainable Development (ICESD). Faculty of Education, University of Ibadan, May. 18-22

Paper Read:

Higher Technical Education and Youth Preparation for Sustainable Entrepreneurship Development

- (ii) 2010 Nigerian Academy of Education 25th Annual Conference Nov. 8-12. Gloryland Cultural Centre, Yenegoa, Bayelsa State.

Paper Read:

Empirical Validity of Predictor of Girl Child Education in Bayelsa State, Nigeria

- (iii) 2011 National Conference, Nigeria National Council for Adult Education (NNCAE)Ibadan.

Paper Read:

Nil

- (iv) May 2013 Global Education Network (GEN) Second International Conference. 28-31. University of Ghana, Legion, Ghana

Paper Read:

Globalisation of Higher Education for the Management and Policy for Adult Learning.

- (v) 2015 Faculty of Education National Conference, University of Ibadan, Ibadan, April 14-18, 2015

Paper Read:

Academics' Perception of Workplace Architecture and Wellbeing in University Communities

.....
Prof. Peter B. Abu

03 / 02 / 2020
.....
Date