Leadership and Culture of Violence and its Implication on the Sustainable Development of Nigeria

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Abstract: Culture of violence has become a norm in Nigeria and it is gradually becoming one of the means of relevant in the system. The aim of the paper was to interrogate the implication of leadership and culture of violence on the sustainable development of the nation. The paper employed quantitative research approach to carry out the task which relies both on primary and secondary data. The study revealed among other things non-institutionalization of democratic tenet, high incidence of conflict, erodent of value of hardworking and low foreign investment as effects of culture of violence. It presents a positive panacea against culture of violence induced by leadership roles. The paper concluded on the compelling need to incorporate peace education in school curriculum in order to develop the culture of peace in Nigeria.

Key Words: Leadership, Culture, Violence, Sustainable Development.

1. INTRODUCTION

The most critical challenge confronting Nigeria as a nation in her sixty two years of nationhood is no other thing than leadership crises induced by culture of violence. Culture of violence has been imbibed and sustained as part of country's norms. This staggering wave of violence is evidenced in political, social and economic instability and the prevalence of ethnic, communal and religious crises which have bedeviled sustainable development of Nigeria.

The need for good leadership is key ingredient of progress of any nation (Ejimabo, 2013). To sustain development, good leadership is very essential as it gives positive direction to the train and use of human capital and other resources appropriately for nation building. From the time immemorial, there has never been a change without the work of a leader.

A leader disciples another leader like him or better than him (Amos, Ajike, Akinlabi and Kabuoh 2014), and this is where culture impacts either positively or negativity on the society. Culture of violence has eaten deep into the fabrics of the Nigerian state and has imparted greatly on the leadership. There is therefore an overwhelming concern on violent culture that has become a way of life in Nigeria.

Objective of the study
The broad objective of this study is to interrogate the implication of leadership and culture of violence on the sustainable development of Nigeria

Theoretical Framework
The paper adopts elite theory, developed from the popular writings of Gaetano Mosca, Vifredo Pareto, Robert Michel and Ortega Gasset (Abubakar, Ahmed and Babayo, 2016). It emanates from political sociology explaining political and social relationship among individuals and groups in the society. The theory compliments pluralism with emphasise on minorities which are intellectual of moral superiority and the majorities which are political stooges and ordinary citizens. Abubakar, Ahmed and Babayo (2016) described nature of elites in Nigerian politics as those influential leaders who have avocational interests in governance.
The bourgeois sustain themselves through indoctrination of proletariats with deceitful ideologies enshrine in their mind. The present elitist democracy values characterise by violence in Nigeria because money has suppressed the original ideas of democracy. The theory therefore reveals how elites recruit unemployed youths into violence for their selfish interests through deceitful doctrine, while the violent prone individual compensated.

Conceptual Analysis
Leadership is one of the most observed activity in any organization, and unfortunately the least understood phenomenon. It has been defined in so many ways and almost become impossible to have an acceptable definition. Leadership is an ongoing process of building and sustaining a relationship between those who aspire to lead and those willing to follow (Abiola, 2012).
Leadership is the process of influencing people, and providing an enabling environment for them to achieve their goals (Oyedijo, 2011) cited in Amos et al (2014). He use power and persuasion to ensure followers are motivated to study, follow and achieve specified goals. Ejimabo (2013) defined leadership as an art of exercising special influence on people so that they will strive enthusiastically towards achievement of group goals. Operationalizing the above definitions; influence, attitudinal change, guidance and goal oriented were identified as key attributes of leadership.
From the foregoing, a leader can be said to be a charisma with capacity to influence and direct followers to carry out responsibilities without being forced so as to achieve the group set goal. Certain qualities of a good leader have been identified by Mohammed (2013) such as honesty, accountability, integrity, transparency, vision, self-confidence, diplomacy and communication. Hicks and Gullet (1975) cited in Amos et al (2014), mentioned official and unofficial as two types of leaders. The former is the person officially given a position of authority while the latter is the person who rose to be people leader through character or charisma. Further, Gene and Burlon (2010) identified common styles of leadership trait such as:

1.   **Authoritarian Leadership Styles**:
He is an instructive type. He exert high power over followers and did not obtain the advice of the subordinates. He has little or no trust and faith in subordinates.

2.   **Democratic Leadership Styles**:
He make decision in collaboration with his subordinates, however he takes cognizance of the advice before taking decision. He has some level of trust in the followers.

3.   **Laissez Faire Leadership Styles**:
A free reign leadership styles, the subordinate is given chance to take the decision and implement it. He has no confidence in his leadership styles and by extension he has no goals for the group. Pocket of interests involves in decision making to satisfy their selfish ambition at the detriment of the society/group.

4.   **Charismatic Leadership Styles**:
He is a great motivation with high enthusiasm. He infects followers with energy and belief. Ability to motivate and inspire is his hall make. Though developed, it is an inborn skills.

5.   **Transformational Leadership Styles**:
He is a visionary, inspirer, communicator and leader. He communicate to share his vision with his subordinates. He delegates responsibilities and feedback through effective communication. He is a goal getter, mover and shaker, and a gentle persuasion.

Culture is generally defined as a way of life of specific type of people. It is a complex whole which includes knowledge, beliefs, arts, customs, law, family life, dressing, patterns of work and other capabilities acquired by man as a member of society (Amos, et al, 2014). Culture consists of the values members of a group hold, the norms they follow, and the material goods they create.

Culture can also be defined as the sum total of the learned behaviours of a group of people which are generally considered to be the tradition of that people and are transmitted from generation to generation. One strange thing about culture is that it is dynamic, and this make it to be subjected to influence. Culture is seen as phenomenon that shape the behaviour by providing guidance on what is expected.

Violent is defined with a negative connotation. Wolf (1969) sees violence as an illegitimate and unauthorized use of force to effect decisions against the desires of other people. It becomes violence when it is accompanied with threat and actual destruction of life and property. According to Mahakul (2014), violence is any action that is destructive in which great amount of physical force is being exerted. It includes actions like murder, arson, rape, kidnapping among others. Mahakul (2014) stressed further that violence can be classified as actions that inflict, threaten, or cause injury.

Sustainable development has become the central focus in the development studies. It was first used and developed in the World Conservation Strategy published by the International Union for the Conservation of Nature (IUCN, 1980). The concept was latter made popular in a report by the Brundtland commission as published by World Commission on Environment and Development in 1987 (Achumba, Ighomercho and Akpor-Robaro, 2013). Sustainability is therefore defined as the possibility of the human and other life flourishing on the earth forever.

Ogolo (2019) sees development as a condition of life, goal, and capacity to grow, change, and develop. However sustainable development is defined as "development which meets the

needs of the present without compromising the ability of future generations to meet their own needs" (UW, 2010). Sustainable development is the ability to preserve the existing resources of the state for collective use of citizens while conscious efforts are made to conserve the resources for the future generation (Mohammed, 2013).

Adebayo (2010) strongly believes that sustainable development is the effort of government to improve the living condition of people in a way as not to negatively affect the coming generation. Sustainable development is therefore inevitably manifests in a nation where leadership is innovative in approach, and action as well as nation where peace reigns.

Effect of Culture of Violence on Leadership in Nigeria

The gradual institutionalizing of culture of violence in Nigeria is pathetic. Violence has diminished human worth in Nigeria. Few of the effects of culture of violence on leadership in Nigeria highlighted below:

1. Lack of Clear Vision and Direction: Culture of violence produces unprepared leaders. This is peculiar to leaders in Nigeria because anybody who climb the ladder of leadership through violence will automatically lack good planning, foresight and passion. Nigeria is currently passing through a difficult leadership succession plan due to visionless life style (Afegbua and Adejuwon, 2012).

2. Mediocre Performance: A good leader must be a goal oriented one that will have courage to implement people programme. Mediocre performance is been accepted in place of excellent due to bad preparation. A leader who lacks self-confidence often derelict their duties and encourage mediocrity while better and self-confidence leader creates more productivity, high profits, higher turnover, great satisfaction and more royalty (Michael, 2011). It is only in Nigeria that mediocrity is been celebrated and this is connected to the way the leader got to the office.

3. Unenthusiastic and Passive Product: Culture of violence will always produces leaders without focus who lack leadership energy and cannot inspire. Their action does not conform to their word. Violence prone leaders are dangerous role models. Maxwell (2005) cited in Abefe-Balogun (2015) asserts "leaders are like eagles who soar, inspire and fly high.

4. Lack of Experience: Most Nigerian leaders assumed position of authority through violence, with little or no experience in the art of governance (Afegbua and Adejuwon, 2012). The arrogance and complacency of how and who produce them make them to believe that they have reached a stage where development is no longer required. Closely connected is their failing ability to learn from their mistakes and improve. An inexperience leader is not a coach or mentor (Abefe-Balogun, 2015), but a ruler and he is bound to fail.

5. Lack of Spirit of Sportsmanship and Team Player: Culture of violence produces poor and arrogant leaders. They avoid their peers, act independently and discourage positive relationship with both colleagues and followers. Ability to follow begets ability to lead as "he that has not tasted which is bitter cannot appreciate which is sweet (David (2014).

6. Inept Interpersonal Skills: One of the products of culture of violence is leaders with character deformity (Ogbeidi, 2012). Some Nigeria public office holders demonstrated

ineptitude and incompetence as well as engaging in scandalous behaviours such as immorality, embezzlement and other acts of dishonesty. The irony of the foregoing is that such a failed leader is rigged into that office through violence.

7. Electoral Malpractices: Culture of violence encourages electoral malpractices and it has become a popular phenomenon in Nigerian politics. Politicians now mentor and train young able men and empower them with weapons to unleash terror on their political opponents. Most of Nigeria politicians believe election cannot be won except it is rigged (Onodugo, 2016).

8. Godfatherism Factor: Through promotion of culture of violence in Nigeria, almost everyone in the position of authority seems to have godfathers. This godfatherism syndrome gives birth to culture of interdependency and this makes it difficult for some office holders to exercise his authority and discretion (Amos at el, 2014). Most of these leaders occupied the position in acting capacity of those who forcefully install them.

9. Absence of Rule of Law: Any leader who gets the office through violent activities cannot show respect to the rule of law, as he believes in the rule of might. He undermines independence of judiciary, and this hampers the judiciary to effectively discharge its duties (Onodugo, 2016). The ministry is therefore characterized by weak enforcement capacity

2. METHODOLOGY

The study adopts survey research design in carrying out the task. The methods employed in the collection of data are primary and secondary sources. Quantitative method research approach was also adopted to elicit information from the respondents. Lagos state was selected as the population of the study. Ikeja, Agege, Lagos Mainland and Epe local governments were chosen as sampling for administration of questionnaires. Two hundred (200) respondents were chosen from the four selected local governments, fifty (50) people each, making the sampling size. Inferential Statistics version of Statistical Package for Social Sciences (SPSS) was employed to analyze the data collected through questionnaires.

3. RESULT AND DISCUSSION THROUGH DATA ANALYSIS

This section analyses the data collected in the field through structured questionnaire directly administered to the respondents. Two hundred (200) copies of questionnaires were distributed to the selected respondents. The table below shows administered questionnaires.

Table 1: Analysis of Questionnaires Administered

Questionnaire	Frequency	Percentage
Returned	175	87.5
Unreturned	25	12.5
Total	500	100

Source: Researcher Field Survey, 2021
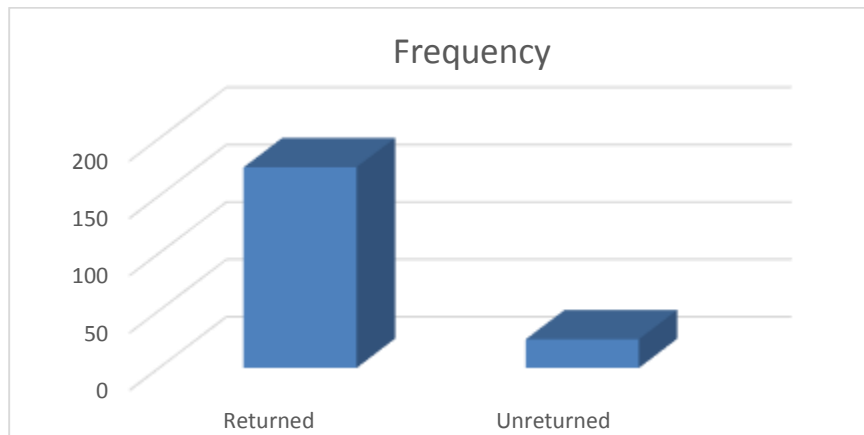
The table above shows that 175 copies of questionnaire out of 200 copies originally distributed were filled and returned. For accuracy and clarity, our analysis will base on the 175 copies returned.

Demographic Profile of the Respondents
The demographic profile of the respondents of the study was based on five demographic characteristics, namely Sex, Age, Marital Status, Academic Qualification and Occupation.

Table 2: Demographic Information of Respondents

Sex	Frequency	Percentage
Male	100	57.1
Female	75	42.9
Total	**175**	**100**
Age Group	**Frequency**	**Percentage**
18-30	27	15.4
31-45	60	34.3
46-60	63	36
61 and above	25	14.3
Total	**175**	**100**
Marital Status	**Frequency**	**Percentage**
Married	85	48.6
Single	45	25.7
Divorced	15	8.6

Widow/Widower	30	17.1
Total	**175**	**100**
Academic Qualification	**Frequency**	**Percentage**
Post Graduate	25	14.3
First Degree	55	31.4
HND/OND/NCE	65	37.1
Secondary School	30	17.1
Total	**175**	**99.9 (100)**
Occupation	**Frequency**	**Percentage**
Civil / Private Service	70	40
Self-Employed	75	42.9
Student	30	17.1
Total	**175**	**100**

Source: Researcher Field Survey, 2021

In line with the table, 51.7% of the total respondents were males while 42.9% were females. Regarding the age of respondents, 15.4% of the total respondents were within the age 18-30; 34.3% were between age 31 and 45; 36% and 14.3% were within age group 46 - 60 and 61 and above respectively. Similarly, 48.6% of the total respondents were married; 25.7% were single; 8.6% were divorcee while 17.1% were either widow or widower. Academic attainment, 14.3% had post graduate education, 31.4% had first degree, and 37.1% were either HND, OND or NCE holder while 17.1% had secondary School education. Based on the occupation categorization, 40% were Civil/Private servant, 42.9% were self-employed while 17.1% were students.

Presentation of Data According To Variables
This section deals with analysis of data according to variables. It investigates the implication of leadership and culture of violence on sustainable development of the nation. The scale will be used to analyse table 3 to 5 below.

Nexus between Culture and Leadership
This focus of this subsection was to investigate the nexus between culture and leadership. Four (4) relevant statements were posed to respondents and the responses are presented in the following tables.

Table 3: Nexus between Culture and Leadership

SN	Nexus between Culture and Leadership	SA	A	SD	D	U	Mean	Rank
				(%)				
1	Effective management of people requires an appreciation for the constraints of culture on leadership	22.8	40	13.7	14.9	8.6	**2.3**	3
2	Good leadership is key ingredient in sustainable development of Nigeria	40	54.3	-	6	4	**3.26**	1
3	Nigeria leaders believe in "the rule of might" as against "the rule of law "due to the violent disposition of getting power	22.8	31.4	13.7	17.7	14.3	**2.30**	4
4	The ugly situation in Nigeria demands for cultural change of making violence obsolete tools of achieving desired goals	40	44.6	4.6	6.8	4	**3.08**	2
	Ground Mean						**11.17**	
	Criterion Mean						**2.79**	

Source: Researcher Field Survey, 2021

As depicted, 22.86% of the total respondents strongly agreed that effective management of people requires an appreciation for the constraints of culture on leadership, 40% agreed, 13.7% strongly disagreed and 14.9% disagree, while 8.6% were undecided. As shown, 40% and 54.3% of the total respondents averred that good leadership is key ingredient in sustainable development of Nigeria, 6% discredited the claim while 4% were of no opinion. Similarly, 54.5% of the total respondents affirmed that Nigeria leaders believe in "the rule of might" as against "the rule of law "due to the violent disposition of getting power. 31.4% denied the assertion, as 14.3% were undecided. Also, 40% of the total respondents strongly agreed, 44.6% agreed, 4.6% strongly disagreed, 6.8% agreed and 4% were neutral to the claim that ugly situation in Nigeria demands for cultural change of making violence obsolete tools of achieving desired goals.

Influence of Culture of Violence on Leadership in Nigeria
The focus of this subsection was to examine the influence of culture of violence on leadership in Nigeria. The analysis is presented in the table below.

Table 4: Influence of Culture of Violence on Leadership in Nigeria

SN	Influence of Culture of Violence on Leadership in Nigeria	SA	A	U	SD	NO	Mean	Rank
				(%)				
5	Leadership in Nigeria has been sustaining through indoctrination of deceitful ideologies	36.6	49.1	5.1	4.6	4.6	**3.08**	1
6	The illegitimate means of electing/appointing Nigeria leaders has led to celebration of mediocrity	24.6	33.7	12	13.7	16	**2.37**	4
7	Culture of violence has been	25.7	35.4	14.3	18.3	6.3	**2.56**	3

SN		SA	A	U	SD	NO	Mean	Rank
	institutionalised as part of Nigeria culture through the influence of bad leaders							
8	Original ideas of democracy has been suppressed through the influence of money	27.4	39.4	12.6	16	4.6	**2.69**	2
	Ground Mean						**10.7**	
	Criterion Mean						**2.67**	

Source: Researcher Field Survey, 2021

As ducted from the table, 36.6% and 49.1% of the total respondents strongly agreed and agreed respectively that the leadership in Nigeria has been sustaining through indoctrination of deceitful ideologies. 9.7% faulted the claim while 4.6% were undecided. Accordingly, 24.6% and 33.7% of the total respondents strongly agreed and agreed respectively that the illegitimate means of electing/appointing Nigeria leaders has led to celebration of mediocrity, 12% and 13.7% strongly disagreed and disagreed respectively to the statement, while 16% were neutral.

In addition, 25.7% of the total respondents strongly agreed that culture of violence has been institutionalised as part of Nigeria culture through the influence of bad leaders, 35.4% agreed, 14.3% strongly disagreed and 18.3% disagreed while 6.3% played neutrality. Similarly, 27.4% of the total respondents strongly agreed that the original ideas of democracy has been suppressed through the influence of money, 39.4% agreed, 12.6% and 16% strongly disagreed and disagreed respectively. However, 4.6% were not in line with any of the options.

Effects of Culture of Violence on Sustainable Development of Nigeria
This segment presents the effects of culture of violence on sustainable development of Nigeria. The results are presented accordingly.

Table 5: Effects of Culture of Violence on Sustainable Development of Nigeria

SN	Effects of Culture of Violence on Sustainable Development of Nigeria	SA	A	U	SD	NO	Mean	Rank
				(%)				
9	Nigeria has been enrolled into the club of failed states which is manifestation of leadership failure	17.7	41.1	12	14.3	14.8	**2.32**	4
10	Development crisis in Nigeria is as a result of insecurity induced violence	21.1	41.1	10.8	18.3	8.6	**2.48**	3
11	Culture of violence has eaten deep into Nigeria and this has imparted negatively on the potential leaders	38.8	35.4	8.6	10.8	6.3	**2.89**	1
12	Inept leadership with culture of violence is gradually eroding democratic tenet from Nigeria democratic culture	21.7	44.5	10.8	8	14.8	**2.50**	2
	Ground Mean						**11**	

|		Criterion Mean						**2.55**	

Source: Researcher Field Survey, 2021

According to the table, 17.7% and 41.1% of the total respondents strongly agreed and agreed respectively that Nigeria has been enrolled into the club of failed states which is manifestation of leadership failure, 12% strongly disagreed, 14.3% disagreed, and 14.8% were of no opinion. The table also showed that 62.2% of the total respondents affirmed that development crisis in Nigeria is as a result of insecurity induced violence. In contrary, 29.1%, refuted the claim and 8.6% were undecided.

Further, the table depicted that 38.8% and 35.4% of the total respondents strongly agreed and agreed respectively that culture of violence has eaten deep into Nigeria and this has imparted negatively on the potential leaders, 8.6% strongly disagreed, 10.6% disagreed and 6.3% were indecisive. Similarly, the table revealed that 21.7% and 44.5% of the total respondents strongly agreed and agreed respectively that inept leadership with culture of violence is gradually eroding democratic tenet from Nigeria democratic culture. However, 10.8% and 8% strongly disagreed and disagreed respectively, while 14.8% were unresolved.

Summary of the Result According to Tables 3-5

Variables	SA(4)	A(3)	SD(2)	D(1)	NO(0)	Mean	Rank
			(%)				
1	22.8	40	13.7	14.9	8.6	**2.53**	7
2	40	54.3	-	6	4	**3.26**	1
3	22.8	31.4	13.7	17.7	14.3	**2.30**	12
4	40	44.6	4.6	6.8	4	**3.08**	2
5	36.6	49.1	5.1	4.6	4.6	**3.08**	2
6	24.6	33.7	12	13.7	16	**2.37**	10
7	25.7	35.4	14.3	18.3	6.3	**2.56**	6
8	27.4	39.4	12.6	16	4.6	**2.69**	5
9	17.7	41.1	12	14.3	14.8	**2.32**	11
10	21.1	41.1	10.8	18.3	8.6	**2.48**	9
11	38.8	35.4	8.6	10.8	6.3	**2.89**	4
12	21.7	44.5	10.8	8	14.8	**2.50**	8
Ground Mean						32.06	
Criterion Mean						2.67	
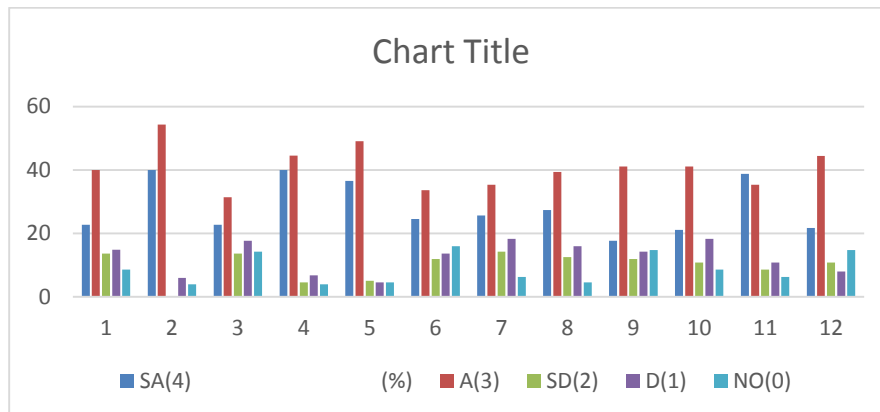
4. DISCUSSION

Implications of Culture of Violence on Sustainable Development of Nigeria
Culture of violence has high direct and indirect cost. The paper identified the following as implications of culture of violence on sustainable development of Nigeria:

1. **Non-Institutionalization of Democratic Tenet:** Violence has affected democratic sustainability in Nigeria. Political violence quashes the core value of democracy specifically free and fair election. Any democratic nation that is prone to violence is not likely to achieve any development not to talk of sustaining such unachieved development.

2. **High Incidence of Conflict:** Any violence society is always prone to conflict. Conflict impacts negatively in many forms of development. Where is there is no peace, development becomes an illusion. The economic determinant of conflict is often related to poverty, inequality and social exclusion.

3. **Erodent of Value of Hardworking:** The profitization of violence in Nigeria has seriously erodes hardworking. The psychology of hardworking has been changed to psychology of violence. Young mind are gradually learning cultural values of violence as they noticed perpetrators of violence are not punished but celebrated. It is a bad signal and it constitute a threat to the development of Nigeria.

4. **Low Foreign Investment:** It will be recalled that the decline in investment had been attributed to rate of insecurity induced by violence. In 2010, a decline of about 29% from $8.65billion (N1.33 trillion) realized in 2009 fiscal year (Okereocha, 2012). Insecurity has negatively transnational corporations to invest and equally caused the established ones to divest.

5. **Killing of Innocent People:** Abubakar (2015) observed that thugs attacked innocent people, and they attempted to attack everybody they come across. The people wasted in senseless crises in the country can no longer contribute to the social-political and economic development of Nigeria.

6. **Violation of Fundamental Human Rights:** Fundamental human rights like freedoms of worship and movement have been grossly violated through restriction of movement (curfew) as an attempt to stop violence. Businesses are therefore in jeopardy and loss of revenue for the citizens and the country at large is manifested.

7**. Failed State Syndrome:** A nation becomes a failed state when she cannot guarantee security of her citizens. Nigeria was ranked 14th out of 177 countries in the list of the failed states in the world (Adebayo, 2014). The security architecture of the state is getting worse daily. Unrelenting violence by several groups in the country have continued to pose a threat to nation's economy and investment.

8. **Devastated Manufacturing Company:** The implication of reduced level of production is reduced earnings for the concerned manufacturing companies. The quest for industrialization suffers setbacks due to quick report of violence induced bomb explosion by global electronic media. This creates fears in the heart of prospective foreign and Nigeria investors.

9. **Development Impediment:** Resources that would have otherwise been invested in developmental program are diverted to crime management and compensation. In 2013 budget, over N950 billion was allocated for only national security which is almost equal to funds allocated to human capital development (education, health, agriculture/water resources) (this day, 2013) cited in Adebayo (2014). All these are detrimental to sustainable development.

5. CONCLUSION

Development of any society is meant to enhance the living standard of citizens. However, where there are violence, sustainable development is illusive. Violence is not inevitable and no one is a native of the vice rather a consequence of man falling nature. The paper noted that culture of violence has become a norm in Nigeria society. It is however very important to note that there are different levels of leadership in society and each level has its own contribution to make in the society development. Leadership becomes a key factor in Nigeria quest at redeeming herself from self-inflicted lack in the midst of plenty. The paper concluded that Nigerian culture needs thorough purging and cleansing in an attempt to achieve sustainable development.

Recommendations
As panacea to leadership crisis and culture of violence, and in aid of the sustainable development of Nigeria, the following are recommended:
1. There is need to build the culture of peace among the citizenry as this will toll down the culture of violence people have already imbibed. Peace education should be incorporated in school curriculum from nursery/primary school to higher institution of learning as a compulsory course.
2. Tenet of democracy should be institutionalize by discouraging violence and rigging of election. Appointment into leadership position should also be purely based on merit rather than party affiliation or compensation.

3. The culture of impunity that encourages violence should be totally discouraged by painstaking enforcement of law criminalizing violence. Similarly, perpetrators of violence should not be accepted into societies as citizen of honour regardless their wealth.

4. For Nigeria as a nation to experience the required growth and development, Nigerian mind needs to be purged and adapt to culture that encourages growth and development rather than repel it.

5. The need for transformational, selfless, competent and discipline leaders to handle the affairs of Nigeria remains the only remedy for the desirable changes to attain the desired economic height.

6. Government should as a matter of urgency initiate employment programme that will keep the teeming unemployed youth busy and responsible to themselves and the nation as a whole.

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