INTERNATIONAL JOURNAL OF BUSINESS AND MANAGEMENT RESEARCH

P-ISSN: 1118-4256, E-ISSN:3034-4327

Vol. 5 No.1 June, 2024

Published by: DEPARTMENT OF BUSINESS ADMINISTRATION, NNAMDI AZIKIWE UNIVERSITY, AWKA, ANAMBRA STATE, NIGERIA.

INTERNATIONAL JOURNAL OF BUSINESS AND MANAGEMENT RESEARCH

Vol. 5 No.1 June, 2024

Available online at https://journals.unizik.edu.ng/ijbmr

Published by:

DEPARTMENT OF BUSINESS ADMINISTRATION, NNAMDI AZIKIWE UNIVERSITY, AWKA, ANAMBRA STATE, NIGERIA.

About the Journal

International Journal of Business and Management Research (IJBMR) is an academic journal published bi-annually by the Department of Business Administration, Nnamdi Azikiwe University, Awka, Anambra State, Nigeria. IJBMR aims at providing an intellectual platform for researchers in Management Sciences, Social Sciences and Allied Areas to publish their scholarly empirical and theoretical research papers with a view to disseminating knowledge across the globe. Interdisciplinary researches are also encouraged in IJBMR to foster creativity and innovation practices in management and social sciences.

This peer-reviewed journal publishes only original manuscripts that have not been published, or under consideration for publication elsewhere, and once accepted for publication cannot be published somewhere else in whole or part without approval from IJBMR Editorial Board.

Open Access Policy

As a fully Open Access journal, IJBMR provides immediate open access to all its contents to make quality research freely accessible and available to the public thereby boosting greater global exchange of knowledge.

Publication Guidelines

Guidelines for Submission of Papers

- Articles should be type-written with double-line spacing one face only, not more than 15 pages of A4 paper including references, diagrams, pictures and appendices on 12 font size, Times New Roman font style and the new APA Referencing style.
- (2) The cover page should bear the title of the Paper/Article, the author's(s') name(s), affiliation(s), e-mail address(s) and phone number(s).
- (3) Article should be accompanied with an abstract of not more than 250 words containing statement of problem, methodology, findings and recommendations/contribution to knowledge.
- (4) A soft copy of the paper/article should be sent online as an attachment to ijbmruunizik@gmail.com.

INTERNATIONAL JOURNAL OF BUSINESS AND MANAGEMENT RESEARCH

- (5) All manuscripts shall be peer reviewed to ensure accuracy and relevance. A manuscript will be accepted for publication sequel to the referees' recommendations.
- (6) Those whose papers are accepted for publication will be required to pay a sum of Twenty Thousand Naira (N25, 000) or Fifty US Dollars (\$50) publication fee.
- (7) We welcome original manuscripts that have not been submitted elsewhere for publication. Copyright of all accepted articles are ceded to IJBMR.

EDITORIAL BOARD

Editor-in-Chief

Rita Anekwe PhD.

Editors

Dr Purity Ndubisi-Okolo Dr Fabian A. Anoke Dr Stella Nwagbala Dr Njideka P. Onyekwelu

Associate Editors

Dr Titus Tochukwu Ifeanyi Dr. Henry S. Ojukwu Dr. Tonna Edokobi Mrs. Grace Akaegbobi

Editorial Assistants

Dr. Sheila O. Asogwa Dr. Fabian C.Osita Dr. Nkechi Onuzulike Dr Solomon Eze Dr Isaac B. Akinroluyo

Consulting Editors

Prof. Hilda E. Osisioma	-	Nnamdi Azikiwe University, Awka.
Prof. Hope N. Nzewi	-	Nnamdi Azikiwe University, Awka
Prof. Obianuju M. Chiekezie	-	Nnamdi Azikiwe University, Awka
Prof. Chinedu Onyeizugbe	-	Nnamdi Azikiwe University, Awka
Rev. Prof. Leonard Onwuzuligbo	-	Nnamdi Azikiwe University, Awka
Dr. Emmanuel Dibua	-	Nnamdi Azikiwe University, Awka

l v

CONTENTS

FLEXIBLE TIME AND COMMUNICATION SKILLS OF ACADEMIC 1-25 STAFF OF UNIVERSITIES IN SOUTH-SOUTH NIGERIA

STRATEGIC AGILITY AND PERFORMANCE OF SMALL AND 26–53 MEDIUM ENTERPRISES IN POST COVID 19 PANDEMICS IN ANAMBRA STATE

ORGANISATIONAL DEXTERITY AND EFFECTIVENESS OF 54 – 79 COMMERCIAL BANKS IN AWKA, ANAMBRA STATE, NIGERIA

COLLECTIVE BARGAINING AND EMPLOYEE PERFORMANCE OF 80 – 100 FOOD AND BEVERAGE ORGANIZATIONS IN ANAMBRA STATE, NIGERIA

GREEN OCEAN STRATEGY AND SUSTAINABILITY OF 101–120 AUTOMOBILE INDUSTRY: A STUDY OF INNOSON VEHICLES MANUFACTURING COMPANY LIMITED, NNEWI

SMART TECHNOLOGY AND SUSTAINABILITY OF SMES IN 121-143 ANAMBRA STATE, NIGERIA

QUALITY WORK LIFE AND ORGANIZATIONAL EFFECTIVENESS 144 – 165 IN THE HOSPITALITY INDUSTRY OF NORTH CENTRAL NIGERIA

ORGANISATIONAL CAPABILITY AND STRATEGIC 166–182 COMPETITIVENESS IN BREWING FIRMS IN SOUTH EAST, NIGERIA

REWARD MANAGEMENT AND EMPLOYEE PERFORMANCE IN 183 – 203 PHARMACEUTICAL FIRMS IN ANAMBRA STATE, NIGERIA

THE IMPACT OF FOREIGN AID ON SOCIO–ECONOMIC 204 – 230 DEVELOPMENT IN NIGERIA

BANK CREDIT AND GROWTH OF MANUFACTURING SECTOR IN $\ \ 231-255$ NIGERIA

WORKPLACE INCIVILITY AND PERFORMANCE OF FEDERAL 256-278 PARASTATALS IN ANAMBRA STATE, NIGERIA

WORKPLACE INCIVILITY AND EMPLOYEE PERFORMANCE OF 279-302 BREWING FIRMS IN ANAMBRA STATE

DIVERSITY AND SUSTAINABILITY BOARD REPORTING: 303 – 316 EXAMINING THE IMPACT OF GENDER AND NATIONALITY IN NIGERIAN BANKS

INNOVATION AND PERFORMANCE OF QUOTED COMPANIES IN 317-340 NIGERIA: AN EMPIRICAL ANALYSIS

THE CHANGE AGENDA OF MUHAMMED BUHARI 341 – 365 ADMINISTRATION AND SOCIOECONOMIC DEVELOPMENT IN NIGERIA 2015-2023

INDIGENOUS ENTREPRENEURIAL ORIENTATION 366 - 384AND ECONOMIC COMPETITIVENESS OF MICRO-BUSINESSES IN EBONYI STATE, NIGERIA

CORPORATE PRESTIGE AND COMPETITIVE ADVANTAGE OF 385-408 BREWING FIRMS IN SOUTH EAST. NIGERIA

ORGANIZATIONAL MOBBING BEHAVIOUR AND EMPLOYEE 409-429 PERFORMANCE IN NIGERIAN UNIVERSITIES IN ANAMBRA STATE

TECHNOSTRESS AND EMPLOYEE ENGAGEMENT OF MONEY 430-449 DEPOSIT BANKS IN ANAMBRA STATE

STRATEGIC HUMAN RESOURCE MANAGEMENT PRACTICES 450-473 AND ORGANIZATIONAL PERFORMANCE IN MINISTRY OF WORKS, ANAMBRA STATE

LEADERSHIP AND CRISIS OF GOVERNANCE IN NIGERIA 474 - 489

THE EFFECT OF MACROECONOMIC VARIABLES ON INFLATION 490-505 IN NIGERIA

ORGANISATIONAL TRAINING AND EMPLOYEE JOB 506 – 527 SATISFACTION IN SELECTED TERTIARY INSTITUTIONS OF SOUTH-SOUTH NIGERIA

FUEL SUBSIDY REMOVAL AND PERFORMANCE OF SMEs IN EDO 528-540 NORTH

PERFORMANCE APPRAISAL AND EMPLOYEES'ATTITUDE IN 541-556 NATIONAL INSTITUTE OF CONSTRUCTION TECHNOLOGY AND MANAGEMENT (NICTM) NIGERIA

EGONOMICS AND EMPLOYEE PERFORMANCE OF 557-573 PHARMACEUTICAL COMPAINES IN ANAMBRA STATE, NIGERIA

WORKPLACE STRESS AND EMPLOYEE PERFORMANCE IN CABLE 574-592 MANUFACTURING COMPANIES IN ANAMBRA STATE, NIGERIA

A MULTI-METHOD APPROACH TO SUPPLY CHAIN RESILIENCE IN 593-611 THE FAST-MOVING CONSUMER GOODS INDUSTRY: EVIDENCE FROM AN EMERGING ECONOMY

QUANTITATIVE BUSINESS MODEL AND SUPPLY CHAIN 612-628 MANAGEMENT: EVIDENCE FROM A MULTINATIONAL ORGANIZATION IN NIGERIA

GREEN TRAINING AND EMPLOYEE PRODUCTIVITY IN SEAMAN 629-645 MINING AND CONSTRUCTION LIMITED NNOBI, ANAMBRA STATE NIGERIA

IMPACT OF COMMERCIAL BANKS LOANS ON ECONOMIC 646-659 GROWTH OF SMALL SCALE ENTERPRISES IN NIGERIA