



How Leadership Failures Fuel Covetousness and Corruption in Nigeria's Educational System?

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ABSTRAK

Pentingnya integritas dirusak dalam komunitas di mana korupsi merajalela dan rasa hormat terhadap figur otoritas berkurang. Penelitian ini bertujuan untuk menganalisis bagaimana kegagalan kepemimpinan berkontribusi pada ketamakan dan korupsi dalam sistem pendidikan Nigeria. Studi ini menganalisis dampak kepemimpinan yang tidak efektif terhadap prevalensi praktik tidak etis, seperti penyuapan, penggelapan, dan favoritisme. Sumber data meliputi literatur akademik, laporan dan dokumen resmi. Kemudian data dianalisis dan diambil dari literatur terpilih. Melalui analisis literatur dan studi kasus yang relevan, penelitian ini menyoroti dampak buruk praktik korupsi terhadap kualitas pendidikan dan pembangunan negara secara keseluruhan. Kesimpulannya, penguatan kerangka hukum dan peraturan, peningkatan mekanisme pengawasan, investasi dalam pengembangan kapasitas dan peningkatan budaya integritas merupakan rekomendasi utama yang dapat membantu membuka jalan menuju sistem pendidikan yang lebih transparan, akuntabel, dan efektif. Dengan menerapkan rekomendasi ini, Nigeria dapat memastikan bahwa lembaga pendidikannya dipimpin oleh individu yang memprioritaskan kesejahteraan dan masa depan siswanya.

ABSTRACT

The importance of integrity is undermined in communities where corruption is pervasive and the respect for authority figures is diminished. This research paper aims to analyze how leadership failures contribute to covetousness and corruption within Nigeria's educational system. The study analyzes the impact of ineffective leadership on the prevalence of unethical practices, such as bribery, embezzlement and favoritism. Data sources included academic literature, reports and official documents. Then data is analysis and extracted from selected literature. Through an analysis of relevant literature and case studies, the research highlights the detrimental consequences of these corrupt practices on the quality of education and the overall development of the country. In conclusion, strengthening legal and regulatory frameworks, enhancing oversight mechanisms, investing in capacity building and promoting a culture of integrity are key recommendations that can help pave the way for a more transparent, accountable and effective educational system. By implementing these recommendations, Nigeria can ensure that its educational institutions are led by individuals who prioritize the well-being and future of the nation's students.

1. INTRODUCTION

Leadership failures catalyze corruption within Nigeria's educational system. The lack of visionary leaders who prioritize the development and improvement of the system has allowed corruption to thrive (Arhipova et al., 2021; Iacono et al., 2019; Mahfouz, 2020). Mismanagement of funds, embezzlement and bribery have become common practices, diverting resources away from where they are most needed. This rampant corruption has severely compromised the quality of education provided and perpetuated an environment where covetousness thrives. Corruption is the act of making somebody change from moral to immoral behavior to get an advantage or in return for money (Dewantara et al., 2021; Sarmini et al., 2018; Seregig et al., 2018). The act of corruption is Satanic and is energized by the spirits of pride, ingratitude and covetousness. Pride is unreasonable and inordinate self-esteem (Kim et al., 2021; Wanabuliandari et al., 2021). It seeks unjust, illegal and godless exaltation while ingratitude speaks of a lack of appreciation

or discontentment with who we are or what we have. Corruption kills innovation, creativity, compromises public morality, contaminates individual and collective dignity and distorts the dignity of labor (Asiyai, 2015; Nwadiani & Omodafe, 2021). Covetousness is extreme greed for material wealth; reprehensive acquisitiveness and insatiable desire for wealth. Covetousness seeks unjust or dishonest gain to exalt self and dethrone another. It is an envious eagerness to possess something. Leadership failures in Nigeria's educational system can be attributed to various factors. One major factor is the lack of adherence to democratic principles by political leaders, leading to a failure to provide necessary infrastructure and quality education (Adebakin et al., 2018; Chidi & Chidolue, 2017). Additionally, poor leadership has stymied the nation's economic and political potential, resulting in political instability and the collapse of governmental institutions (Ikegbu et al., 2020; Ogunmilade et al., 2017). The absence of leadership credentials and rationality has further hindered Nigeria's ability to respond effectively to challenges such as the coronavirus pandemic. The crisis of leadership in Nigeria can be traced back to the inadequate preparation of leaders and their failure to provide the kind of leadership expected of them (Durotoluwa & Olaniran, 2019; Iheduru, 2016). Furthermore, the weakness and corruption of political institutions contribute to the rise of corruption in the country.

The education sector has consistently received a low budgetary allocation, resulting in dilapidated infrastructure, inadequate resources and poorly paid teachers. This lack of investment hampers the quality of education and creates an environment ripe for corruption (Onyishi, 2018; Sarmini et al., 2018). Corruption within the educational system is a significant consequence of leadership failures. Public funds allocated to education are often misappropriated by corrupt officials, diverting resources away from their intended purpose. This mismanagement impedes the improvement of infrastructure, teacher training and the provision of necessary educational materials. Another prevalent issue is the appointment of unqualified individuals to key positions within the educational system. Nepotism and favoritism are rampant, with political connections often determining who holds leadership positions. This practice compromises the quality of education and undermines the merit-based system that should be in place. Leadership failures are further exacerbated by the lack of accountability within the educational system (Ocholor, 2011; Okolie & Igbini, 2020). There is a lack of checks and balances to ensure that leaders are held responsible for their actions. This absence of accountability fosters a culture of impunity, allowing corruption to thrive without consequences. The leadership failures and corruption within Nigeria's educational system have severe implications for the country's development and its citizens. The lack of investment and mismanagement of funds directly impact the quality of education in Nigeria (Asaju et al., 2014; Eja & Ramegowda, 2020). Dilapidated infrastructure, insufficient resources and underpaid teachers result in a substandard learning environment that fails to adequately equip students with the skills they need for the future. The deteriorating quality of education has led to a brain drain, with many talented educators leaving the country in search of better opportunities.

This exacerbates the shortage of qualified teachers and further hampers the educational system's ability to deliver quality education. The corruption within the educational system also widens the gap between the privileged and the underprivileged. Students from economically disadvantaged backgrounds face significant barriers to accessing quality education, perpetuating inequality and social injustice. A poorly educated workforce hampers a country's economic growth and development. Nigeria's failure to provide quality education to its citizens hinders its ability to compete globally and attract foreign investment. This, in turn, affects the country's overall development and prosperity. This study analyzes the intricate relationship between leadership failures and the pervasive corruption that plagues Nigeria's educational sector.

2. METHOD

The study aims to provide a holistic understanding of the factors contributing to leadership failures and corruption in Nigeria's educational systems. Data collection uses a systematic literature review to identify, evaluate, and synthesize all relevant and high-quality literature in a given field. The main objective of this review is to provide a comprehensive understanding of the research topic by combining evidence from various sources that have been carefully identified. Data sources included academic literature, reports and official documents related to leadership failures and corruption in Nigeria's educational systems. These sources provide valuable background information and a contextual understanding of the issue. The data was carefully reviewed for all search results and the predefined inclusion and exclusion criteria were applied. This helps filter relevant literature from irrelevant or low quality. Then important data from the selected literature were extracted, such as information about the research method, main findings, and results. This process helps in understanding various aspects of relevant research. Then data analysis and extracted from selected literature by identify patterns, trends,

and general findings from the existing literature. This can involve a comparison of results between different studies. Lastly, a systematic report is compiled that describes the research process, analysis results, and main findings. This report should be transparent and adequate in documenting the steps taken.

3. RESULT AND DISCUSSION

Result

Nigeria's Educational System Suffers from Leadership Failures

Previous study ineffective leadership hampers the progress of educational institutions, leading to a lack of motivation among teachers and ultimately contributing to corruption and covetousness (Okwudishu, 2017). The pervasive corruption in various sectors, including education and highlights the need for transparency, accountability and anti-corruption measures to combat this issue. Previous study explores how corruption flourishes due to poor governance practices and mismanagement of resources, leading to the degradation of the educational system (Mabeko-Tali, 2018). Other study examines the inadequate investment in education infrastructure and the consequences it has on the quality of education which in turn encourages covetousness and corruption (Okeke-Uzodike & Nneji, 2017).

Impact of Leadership Failures, Covetousness and Corruption

Leadership failures, covetousness and corruption within the educational system have a detrimental impact on the overall quality of education and academic standards in Nigeria. When funds meant for educational purposes are misappropriated or diverted, it leads to a lack of investment in infrastructure, teaching materials and faculty development. This, in turn, compromises the learning environment and hampers the delivery of quality education. Previous study explore the challenges of corruption and its impact on the Nigerian educational system (Onifade & Shorunke, 2015). The study highlights how corruption contributes to the erosion of academic standards, leading to a decline in educational quality. The identified causes of corruption in the education sector include poor remuneration and pay incentives, weak government institutions, poverty, favoritism and nepotism in students' admission, poor upbringing of students as well as employment of unqualified educators (Akinniyi et al., 2021; Kamara & Dadhabai, 2022). Some of the effects of corruption uncovered in the course of this study are falling academic standards, decaying of infrastructural facilities in schools and lowering of educators' morale.

Leadership failures, covetousness and corruption exacerbate educational inequality and limit access to education, particularly for marginalized groups in Nigeria. Corruption in admissions processes and embezzlement of funds can create barriers that prevent disadvantaged students from accessing educational opportunities. Furthermore, nepotism and favoritism in appointments can lead to unfair distribution of educational resources and opportunities. The impact of corruption on education and emphasizes how corruption perpetuates educational inequality (Absalyamova et al., 2016; Dridi, 2014). The report underscores the importance of addressing corruption to ensure equitable access to quality education. Leadership failures, covetousness, and corruption within the educational system also have adverse effects on the country's economy and overall development. When resources are misused or wasted due to corruption, it hinders investment in human capital, innovation, and research which are vital for economic growth and development (Barnes & Spangenburg, 2018; Gümüş et al., 2021). The lack of quality education and a skilled workforce resulting from corruption can hinder productivity and hinder progress in various sectors. Previous study report emphasizes that corruption in education affects the country's economic potential and hampers its ability to build a knowledge-based economy (Dewantara et al., 2021).

Efforts to Address Leadership Failures, Covetousness and Corruption

Efforts to address leadership failures, covetousness and corruption in Nigeria's educational system include the promotion of responsible leadership ethics that protect and enhance human dignity and enforce adherence to the rule of law. School administrators are positioned as social change agents to bring about positive change in the lives of people within and around the school, through their roles in preventing and eliminating social disorder and misbehavior among school children (Aja, 2020; Kure, 2020). Playwrights have responded critically to the fight against corruption in Nigeria, highlighting the need for severe punishments for corrupt individuals and emphasizing the qualities expected of citizens for a meaningful fight against corruption (Urama, 2020; Wenibowei, 2017). Efforts to address corruption and immorality in Nigeria's education system involve the recognition of the challenges posed by corruption and the implementation of measures to salvage the system. Efforts to address corruption in the

management of primary schools in Nigeria include the provision of adequate funds, facilities, and infrastructures, as well as the appointment of educational experts for effective management (Abdullahi, 2018; Kure, 2020). One important initiative is the introduction of the Treasury Single Account (TSA) by the Nigerian government. The TSA consolidates government accounts into a unified system, enhancing transparency and preventing the diversion of funds, including those allocated for education. Strengthening accountability and transparency mechanisms is crucial in combating leadership failures, covetousness and corruption in the educational system. This includes measures such as financial audits, asset declaration requirements and the establishment of monitoring and evaluation systems to ensure the proper utilization of resources. The Independent Corrupt Practices and Other Related Offences Commission (ICPC) in Nigeria has been instrumental in promoting accountability and transparency in the country, including the education sector. They conduct investigations, raise awareness and enforce anti-corruption measures to address corruption and promote good governance.

Promoting ethical leadership and values within the educational system is crucial in combating corruption and covetousness. This involves educational institutions incorporating ethics into their curriculum, providing leadership training for administrators and teachers and fostering a culture of integrity and professionalism. Previous study explores the importance of ethics and moral education in addressing leadership failures and corruption in Nigeria (Oluwadayisi, 2018). It highlights the need for educational institutions to promote ethical values and integrity among their leaders and stakeholders. Enhancing public participation and civil society engagement is crucial in addressing leadership failures, covetousness and corruption in the educational system. Engaging stakeholders, including students, parents and community members, creates a sense of ownership and responsibility, making it more difficult for corrupt practices to thrive.

Case Studies

In examining specific cases of leadership failures, covetousness and corruption in Nigeria's educational system, it becomes evident that these issues have had detrimental effects. The weak and corrupt institutions, coupled with bad leadership, have led to the rise of corruption in the country. Previous study assesses the rise of corruption in Nigeria and argues that it is primarily caused by bad leadership and institutional failure (Wenibowei, 2017). The author highlights the weak, soft and corrupt nature of political institutions in Nigeria which are ineffective in providing checks and balances to prevent corruption. The study suggests that institutional failure is closely related to leadership failure, emphasizing the significant relationship between leadership and the rise of corruption in Nigeria. The Almajiri system in Northern Nigeria involves the education of children in Islamic schools and has suffered from significant leadership failures. This has created a breeding ground for corruption, as unscrupulous individuals exploit the system for personal gain. Funds allocated for improving the Almajiri system have been embezzled, leading to the deterioration of educational standards and the perpetuation of poverty among these vulnerable children.

One notable example is the scandal surrounding the misappropriation of funds at the University of Lagos (Jacob & Garba, 2021). It was revealed that the vice-chancellor and other top officials had embezzled millions of Naira meant for the development of the institution. This case serves as a stark reminder of how leadership failures can undermine the quality of education and erode public trust. The existence of ghost workers, individuals who are on the payroll but do not perform any duties, is another manifestation of leadership failure in Nigeria's educational system (Jacob & Garba, 2021; Okolie & Igbini, 2020). This phenomenon has been prevalent across various levels of education from primary schools to universities. Corrupt officials exploit this system by creating fictitious employees and pocketing their salaries. As a result, funds that should be allocated for improving educational facilities and resources are siphoned off, hampering the overall development of the sector. These case studies demonstrate the far-reaching consequences of leadership failure, covetousness and corruption in Nigeria's educational system. They highlight the urgent need for effective leadership, transparency, and accountability to address these issues and restore the integrity of the education sector. To combat these challenges, the Nigerian government must prioritize educational reforms and invest in capacity building for educational leaders. Adequate funding should be allocated to improve infrastructure, train qualified teachers and provide necessary resources. Additionally, strict regulations and monitoring mechanisms need to be implemented to ensure the integrity of examinations and deter corruption. Furthermore, the establishment of anti-corruption agencies specifically targeting the education sector can help to uncover and prosecute corrupt individuals. Public awareness campaigns and community engagement initiatives can also play a vital role in promoting ethical behavior and fostering a culture of integrity within the educational system.

Discussion

The consequences of leadership failure in Nigeria's educational system are far-reaching and have had a detrimental impact on the nation's progress. A report by the Independent Corrupt Practices and Other Related Offences Commission (ICPC) revealed that billions of Naira allocated for educational development were misappropriated by corrupt leaders (Barnes & Spangenburg, 2018; Gümüş et al., 2021). These funds were meant to improve infrastructure, provide quality education and enhance the overall learning experience for students. However, due to the selfish actions of corrupt leaders, many schools continue to lack basic amenities and suffer from dilapidated infrastructure. Another example that underscores the consequences of leadership failure in Nigeria's educational system is the prevalence of examination malpractice. This unethical practice has become rampant with students resorting to cheating to achieve higher grades. The lack of strong leadership and oversight in educational institutions has created an environment where students feel compelled to engage in dishonest practices (Iacono et al., 2019; Ordu, 2021). This not only undermines the integrity of the education system but also hampers the development of critical thinking and problem-solving skills among students. Furthermore, the failure of leadership in Nigeria's educational system has resulted in a significant brain drain. Many highly skilled and qualified educators are leaving the country in search of better opportunities abroad. This exodus of talent further exacerbates the already dire situation in Nigerian schools, as the remaining educators struggle to provide quality education to students (Okolie & Igbini, 2020; Wenibowei, 2017). The loss of these experienced professionals not only hampers the growth of the educational sector but also perpetuates a cycle of mediocrity and underdevelopment. Nigeria's leaders must prioritize education and invest in the development of the educational system. This requires a commitment to transparency, accountability and good governance (Aja, 2020; Onyishi, 2018). First, there is a need for strong leadership that is committed to the welfare and development of the educational sector. Leaders must prioritize the allocation of sufficient funds for infrastructure development, teacher training programs and the implementation of innovative teaching methods. Additionally, there should be a focus on ensuring that these funds are used judiciously and transparently, without room for embezzlement or misappropriation.

Secondly, there is a need for a comprehensive overhaul of the examination system to curb malpractice. This can be achieved through the implementation of stricter regulations, increased monitoring and the use of technology to detect and deter cheating. Education stakeholders, including teachers, parents and students, must also be actively involved in promoting a culture of integrity and ethical behavior (Singh, 2019; Suleiman, 2021). Lastly, efforts should be made to address the issue of brain drain by creating favorable working conditions and providing incentives for highly skilled educators to remain in the country. This can be achieved through competitive salary packages, professional development opportunities and a conducive work environment that fosters growth and innovation (Purwanto et al., 2020; Rosenzweig et al., 2003). The recommendation is one of the key recommendations for addressing leadership failure and the associated covetousness and corruption in Nigeria's educational system is to strengthen legal and regulatory frameworks. This involves enacting and enforcing stringent laws and regulations that govern the conduct of leaders in the educational sector. By implementing robust legal frameworks, leaders are accountable for their actions and ensure transparency in their decision-making processes, managing resources and promoting a culture of integrity. Alongside strengthening legal frameworks, enhancing oversight mechanisms and punishment for offenders is essential. This involves establishing independent bodies or agencies responsible for monitoring and evaluating the performance and conduct of educational leaders (Gümüş et al., 2021; Onyishi, 2018). By implementing a system of checks and balances, leaders will be deterred from engaging in corrupt practices, knowing that there are consequences for their actions. Another vital recommendation for combating leadership failure and corruption in Nigeria's educational system is to invest in capacity-building and professional development programs for leaders. These programs should focus on enhancing leadership skills, ethical decision-making and promoting a culture of integrity. By investing in the continuous professional development of leaders, they will be better equipped to navigate the complex challenges they face and make sound decisions that prioritize the best interests of students and the educational system as a whole. Fostering an environment where honesty, transparency, and accountability are valued and rewarded. By celebrating and highlighting positive role models, educational institutions can inspire others to emulate these behaviors and contribute to a culture of integrity.

4. CONCLUSION

In conclusion, the consequences of leadership failure in Nigeria's educational system are severe and have hindered the nation's progress. It is imperative that lessons are learned from past failures and that proactive measures are taken to address the challenges. By identifying the underlying reasons for this

problem and putting effective remedies in place, it is feasible to change the educational system and provide future generations with a better future. To assure a better future for Nigeria's educational system and the nation's general growth, a plea is made for a comprehensive strategy that includes strong leadership, accountability, transparency, and the involvement of all stakeholders. By implementing effective solutions, it is possible to transform the educational system and provide a brighter future for generations to come.

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