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## Leadership Recruitment Process and Dearth of Good Governance in Nigeria: A Perspective of Flag Bearers Selection among Political Parties

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**ABSTRACT:** Indisputably, entrenchment of good governance depends on good leadership. Since leaders have a lot of roles to play in setting of the visions of a state, particularly in a democratic system like ours, Nigeria, the recruitment processes of the leaders must be given the appropriate assiduity and transparency it requires. The main thrust of this study, therefore, is to examine the debacles surrounding leadership recruitment processes in Nigeria which the study relates to certain factors that have devoured the processes, such as corruption, tribalism, nepotism, mediocrity and godfatherism. To achieve the objectives of the study, the study adopted descriptive and analytical research methodology, which means that data were collected from Secondary sources such as books, government official documents, journals, internet materials, among others. Elite and Capture theories were adopted as its theoretical framework since both theories deal with ways in which tiny minority group out of the larger community outwit the larger community and directly control the affairs of the community, hence, the capture of the leadership of the community. The study finds it necessary to suggest appropriate measures to install good governance through diligent recruitment processes and to eliminate all forms of anti-leadership vices, such as corruption, godfatherism, etc. The study, therefore, advocates the adoption of the “Not-Too-Young-To-Run” legislative enactment in Nigeria and total elimination of anti-recruitment vices that have bedevilled the country’s democratic system over the years in order to create a level ground for all to participate in the political process.

**Keywords:** *Leadership, Recruitment, Recruitment Process, Good Governance, Flag Bearers Selections, Political Parties, and Nigeria.*

### I. INTRODUCTION

It has become increasingly apparent that the leadership issue in Nigeria is bedevilled by hereditary systemic syndromes, such as corruption, godfatherism, tribalism, nepotism, favouritism and mediocracy. These factors have forestalled Nigerian leaders’ abilities to deliver good governance to the people. Since the recruitment processes are faulty, performance are likely to be faulty because, those selected to direct the affairs of the state apparatus have no political vision before they were imposed on the people in order to make returns to those who forced them on the people. Ologbenla (2007) cited in Oni and Excellence-Oluye (2017:1) has had to argue that, “the quality of leadership and overall governance in any country is directly determined by the quality of the leaders entrusted with the powers to govern the state. The quality of governance, thus, depends on effectiveness of the leaders of the country which directly affects the level of political stability and development that the country enjoys.

Much as political parties are organised to acquire and exercise political power, they are also expected to field candidates who can efficiently perform certain key tasks or functions to state and the citizens, such as soliciting and articulating public policy priorities and civic needs of the citizens, channelling public opinion from citizens to government so as to provide good governance, among others. Importantly, political parties are expected to recruit and train candidate for public office, but the reverse is the case in the Nigeria’s system where the principles of internal democracy are often abused by the party hierarchies, leaders and godfathers who impose their friends, family members, loyalists, allies and cronies in positions of authorities for selfish gains.

Burns (1978) and Davis (2011) cited in Onolememen (2015:1) noted that leadership or leaders irrespective of the manners they emerged, either through democratic elections or appointment or selection, is a moral necessity and must be expressed as such through best practices, such that liberty, equality, justice,

opportunity to all, and most importantly the pursuit of happiness are enthroned. Lawal and Tobi (2006) and Ogbaide (2012) cited in Onolememem (2015) noted that poor leadership and *endemic bureaucratic corruption* have characterised public sector governance in Nigeria since independence in 1960, especially in the infrastructure sector development. However, leaders must emerge and governance must be instituted to serve the interests of the general public. The government has a lot to do to ensure that the needs of the public are provided to ensure stability in the system which is the quality of good leadership and good governance.

In essence, bad governance and poor leadership is often characterised by underdevelopment, unemployment, poor infrastructural development, corruption, among other vices. Such is the case in Nigeria civil rule since the return to democracy in May 1999, and which the country is still grappling with the monster of bad leadership and governance, which has been the bane to development in the country. In the words of Onah (2005), “the attainment of good governance is a function of efficient and effective leadership which is what Nigerians are agitating for over the years, particularly now the country is under civil rule or democratic government.

Ogbaki (2019:104) argued that, “despite the huge potential human resources, as well as abundance of natural resources in Nigeria, the country is still suffering in the hands of incompetent and inept leaders, the consequence of which effective leadership and good governance have become a sham and farce”. Furthermore, he opines that, since Nigeria gained its independence in 1960 from the British colonial masters, the country have been under heavy burden of bad governance and leadership from *incompetent leaders*, though, this is not to say that progress has never been made in terms of development, but considering the country’s huge human and natural resources, then development is in doldrums.

Okaneme (2017:113) argued that Nigeria right from the time of her independence up to date, has been grappling with the challenges of poor leadership and governance, what is popularly referred to as *leadership and governance ineptitude*. This has degenerated to the extent that it has affected national development over time. More often than not, the country has been foisted with visionless political leaders who lack all it requires to provide good leadership to the people, he argued. Suffice therefore to state that, Nigeria’s socio-economic and political environment from time immemorial has been under the control of the *iron-law-oligarchies*, a factor that has contributed to the poor leadership and development problems since independence.

It is, however, a general consensus that the bane of the country’s development over time is lack of good leadership, a devastating and detrimental issue occasioned by poor leadership recruitment processes among the political parties in which *internal democracy* has been completely abused by political elites who are coincidentally the political leaders and godfathers that determine who occupy’s the elective positions and other sundry positions of authorities across party lines. The consequence of the actions of these *gluttonous bourgeoisies or political godfathers* who have traditionally turned the nation’s resources into personal use and control same by recycling their loyalists, friends and relatives into positions of authorities, as well as expert returns from what they call their investment, is the major reason of the country’s backwardness in terms of infrastructural development experienced presently in the country’s democratic governance.

Commentators and analysts have argued that lack of transparency in our leadership recruitment process has been detrimental to the extent that public funds are massively looted by the leaders of the country. This has also resulted to lack of transparency, accountability and gross mismanagement of the nation’s public enterprises and institutions by incompetent leaders who found themselves in the corridor of power through these obnoxious recruitment processes. There is therefore no doubt that there is absolutely a disconnect between the political leaders in Nigeria and quality or good governance on the one hand, and lack of the capacity to drive sustainable human and capital development goals on the other hand.

## 1.2 Statement of the Problem

Good leadership and governance, no doubt, are very crucial to the pursuit of development anywhere in the world. Also, political party in its idea form is supposed to be a platform for recruitment of political leaders into the parliament or other positions of authority in democratic systems or nations of the world. Unfortunately, the recruitment process in Nigeria is derailed of *internal democracy*. Right from the birth of democratic rule in the country, the concept of internal democracy has been in doldrums and relegated to the background. The fourth republic political parties are not exempted from this practice because the practice has become a *pastime* for virtually all the fourth republic political parties. This has bedevilled the entire system, from the local to the regional, and from the regional to the central governments.

Recruitment processes have, however, generated intra-party conflict or crisis especially in the recent republic party system in which party primaries are pushed outside by godfathers and party hierarchies in selections of *party flag bearers* or *candidates* for positions of authority for selfish gains leading to regimes of litigations in Nigerian courts of law. In the words of Anazodo, Igbokwe-Ibeto and Nkah (2015), Nigeria has myriad of issues or problems, all of which seems to be a revolving trend in all the administrations in the country, and from independence till date. Despite the country’s inundated rich human and material resources, they are yet

to be properly harvested by the visionless leaders who are the products of the godfathers. In essence, one of the major problems of the country is the inability to have purposeful, creative and innovative leaders who can effectively harvest these resources and put them to maximum uses, and at the same time eliminate all forms of corrupt practices. Most importantly, a leader that can undermine the activities of the *elite class* and *gluttonous bourgeoisies* who are always present to pursue selfish gains at the detriment of the country's development is now a delusion in our national political system.

Also detrimental are high rates of unemployment and employment for cash, insecurity, crude oil thefts, crisis in education, dearth of infrastructures, such as health care and medical services; and ineffective transportation and communication sectors, all of which have become common features in Nigeria political system, a culture that is yet to be eliminated due to lack of good and purposeful leadership. In a nut shell, the country over the years has been consumed by the lackluster performance of her leaders, a problem attributed to political leadership recruitment processes in the country over the years. Despite efforts of the anti-graft agencies; the Economic and Financial Crime Commission (EFCC) and Independent Corruption and other Practices Commission (ICPC) since the return to civil rule in 1999, the country is yet to overcome corrupt practices orchestrated by the political office holders and the bureaucrats alike, a problem which in most times had led to a lot of fraudulent practices and empty treasuries, hence, making it difficult for them to perform optimally while in office.

The study, thus, argued that unless the political parties in the country adopt recruitment processes devoid of all forms of manipulations and impositions of candidates, and embrace transparent and competitive processes that give rooms for guinea citizens to participate in leadership positions, the system will remain perpetually dead. This study, therefore, is poised to examine the challenges posed by political office holders' recruitment processes in Nigeria and the dearth or detrimental effects of the recruitment processes to good governance and national development, as well as to proffer some useful solutions to these problems in order to ensure that purposeful leaders are recruited and elected to provide good governance to the people of Nigeria.

## 1.2 Objectives of the Study

The main objective of this study is to examine the challenges posed by the leadership recruitment processes that produce flag bearers of political parties in Nigeria, while the specific objectives are to:

1. Examine the debacles surrounding leadership recruitment processes, particularly among the flag bearers in the political parties in Nigeria;
2. Examine the extent to which this systemic problem has impacted on efficient delivering of good leadership and good governance in the country, and
3. Proffer some useful recommendations to sustainable leadership and good governance in the country.

## 1.3 Research Questions

The following questions were raised to guide the study:

1. What are debacles surrounding leadership recruitment processes that produce flag bearers in the political parties in Nigeria?
2. To what extent has this systematic problem impacted on efficient delivering of good leadership and governance in the country?
3. What are the recommendations likely to promote sustainable leadership recruitment process and good governance in the country?

## 1.4 Method of the Study

The study adopts descriptive and analytical design as its methodological component to examine the debacles surrounding leadership recruitment processes that produce flag bearers in the political parties in Nigerian and the extent to which this has affected good leadership and governance in the country over the years. This means that secondary source of data were reliably adopted to gather data used for the study such as books, journal publications, internet material, among others.

## 1.5 Theoretical Framework

The study adopted the *Elite theory* traced to the Italian school of elitism with Vilfredo Pareto (1848-1923), Gaetano Mosca (1858-1941) and Robert Michels (1876-1936) as cofounders. This influenced the subsequent elite theory in the Western tradition (Nye, 1977; Chambliss, 2013). Also adopted is George Stigler's 1971 *Capture theory* to explain the Nigerian leadership recruitment process that produces party flag bearers across the political parties in the country and its consequences to elections of leaders and delivering of good governance as well as sustainable development in the country. The major tenet of the *elite theory* is in its attempts to describe and explain power relations in our contemporary society. The theory argued that in the ancient as well as modern societies, there are some minority groups or members of the economic group within the larger society who emerged to hold powers and control the affairs of the society.

The reflection of Italian perceptions of *elitism or elite school of thought* which is based on two major assumptions which include: the fact that power lies in position of authority, particularly in key economic and political institutions; and lastly, the differences that set the elites apart from the other citizens is that, they have personal or economic resources and intelligence in which they employ to dominate the others and control the affairs of the government. They also have vested interests in government and skills to control and manipulate the others, while they see the rest citizens as incompetent and do not have the capabilities of governing themselves. The elites see themselves as more resourceful individuals and strive to make the government work by stampeding their superiorities and authorities on the others.

In the words of *Pareto* the elites were believed to be the most accomplished in any field and are of two groups; *the governing elites* and *non-governing elites*. These elites can be replaced by a new one and one can circulate from being elite to non-elite as the case may be. For *Mosca Gaetano*, another Italian proponent of the elite theory, he categorised the elites as an organised minority within the majority group. They see the masses as unorganised group to be governed by the ruling class composed of the ruling elites and sub-elites. Like his associate, *Vilfredo Pareto*, he also categorised the elite class into two groups: *the political class and non-political class*. *Mosca*, asserts that, “*elites have intellectual, moral, and material superiority that is highly esteemed and influential*”. For *Robert Michels*, another Italian cofounder of the elite theory, he developed what he called the *Iron law of Oligarchy*, where he asserts that social and political organisations alike are run by few individuals. He thus argued that virtually every organisation is elitist, and the elites have the three basic principles that help in the bureaucratic structure of political organisations (Nye, 1977; Chambliss, 2013).

To a reasonable extent, this is the situation in the Nigerian contemporary political environment in which the political elites or godfathers use their economic powers to influence, directly and indirectly control the affairs of the Nigerian state leaving the less privilege class in abject poverty through corrupt means, such as imposition of their cronies in positions of authority, and fraudulently enriched themselves from the proceeds of what they term their *investment* or a share from the *national cake*. Judging from *Mosca's* classification of elites, the political elite comprises the *elected and appointed political office holders*, and the non-political elites are the *godfathers* who in often cases do not necessarily contest for elective position but supports and sponsor their cronies to the top. This is evidenced in the Nigerian situation and has in no small measure affected political recruitment processes in the country since the return to civil rule in May 1999.

*George Stigler's Capture theory* depicts the actual situation in the country's political circle. Since the elites (i.e. the political godfathers or gluttonous political bourgeoisies) are prominent and visible elements in the country's party system all that is required is to capture every segment of the nation's political system; and by extension, the economic resources. To achieve their selfish desires, they opt for the impositions of their political cronies into elective and appointed offices through which they corruptly enrich themselves with the proceeds from the nation's resources, hence the *capture*. As a synthesis of elite theory, decision-making theory, public choice theory, collective action theory and power theory; *Capture theory* emphasises the reasons why super powers or powerful individuals within the territory of a state seize or get possession of something by force.

By implication, those who intend to capture the state apparatuses must be as strong as the state, if not stronger. In other words, the *captors* of the state political scenarios and economic means belong to the dominant class (*the elite class*) who have access to the most formidable social and political networks that constitute the state. They are what we refer to as, *the who is who*, in the country and those that ensure that the benefits to be realised from the state's resources exceed the costs to be incurred, thereby investing in themselves and their cronies seeking political offices (Akpotor & Nwolise, 2014:139).

In politics, *capture* is said to occur when the political class and bureaucrats, often regarded as the *Cabal*, and who have public mandates end up acting consciously to achieve and favour selfish desires through anti-social means, such as corruption. The *Capture theory*, therefore, is very useful in explaining the Nigeria's situation where there is persistent economic failure despite the abundance of human and natural resources. The consequence of which is underdevelopment, high unemployment rate and intra-party conflicts. Because of the actions and inactions of those who force their ways into positions of authorities, the country is perpetually handicapped or disadvantaged. This is the situation Nigeria and Nigerians at large find themselves in.

## II. REVIEW OF LITERATURE

### 2.1.1 Good Governance and Leadership

Following the controversies surrounding the concepts of good governance and leadership in Nigeria, it has become imperative to provide a conceptual explanation of what the concepts are. This will help us to highlight the indices or parameters of good governance and good leadership and compare same to the Nigeria's situation. *Kirk-Greene and Rimmer* (1981) cited in *Ejimabo* (2013:) have had to argue that, “the only solution for addressing Nigeria's leadership debacles and to establish a consolidated democratic governance lies only in the change of attitudes on the parts of the leaders at the Central, and to achieve this, they must provide leadership that works on the principles of good governance and must be accountable to the Nigeria people”. In



other words, good governance is essential because it will stabilise and promote growth and development in the country.

In the same vein, Onah (2005) cited in Ayadike and Emeh (2014:69) opines that the attainment of organisational or national goals would be very difficult or impossible if there were no specific individuals with the authority and responsibility to plan, organise, coordinate, lead and control activities, hence, the need for good leadership which must be unequivocal. In the affirmative, Ayadike and Emeh (2014) defined good leadership as the ability of influencing people to strive willingly for collective objectives of the state and for the people, thus, it must be an interpersonal influence exercised in a situation that is directed through efficient communication for the purpose of attaining a desired goal. Ujo (2001) sees leadership, generally, as the act of leading, often performed by a person or group of persons authorised through periodic election, and appointment or selection.

In attempt to analyse the concepts of Leadership and good governance, Oni and Excellence-Oluye (2017:1) opined that, leadership and governance are imperative for the attainment of political, economic and social wellbeing of the people of a community, as well as that of the entire political community. Judging from this standpoint, they argued that, “good leadership sets the tone and standard of good governance in any given society”. It is truism that the quality of leadership and overall governance of any community or state directly affects the level of the socio-political developments the community enjoys. In other words, the consequence of bad leadership is poor governance and underdevelopment.

In an elaborate manner, Kaufmann, Kraay and Mastruzzi (2006) cited in Oni and Excellence-Oluye (2017) see governance as a tradition and institution through which the authorities in a state exercised certain functions targeted at the development of the state. For this reason, those in positions of authority are expected to perform their duties to the state optimally in order to foster even development through efficient and effective policy programmes. Fundamentally, there must be good, effective, efficient and responsive leadership that can collectively monitor and replace government policy objectives and programmes if found insignificant. In the affirmative, Rotberg (2009) also in Oni and Excellence-Oluye (2017) opines that, “a responsible leadership or government must prioritise national security, including food, health, social and educational securities to all, as well as respect for the rule of law and equal opportunity for all in order to provide good governance to the people. Primarily, all of these are the indices of good leadership and governance; unfortunately, these indices are in most cases ostracised in the Nigeria’s system.

Judging from the plethora of definitions above, the researchers are of the view that a good leader is one who puts national interest above personal interest in order to provide the people with good governance. Apparently, a community without leadership, on the one hand is bound to be in disarray, and on the other hand, a community with bad leadership is also bound to be in disarray. Since everyone cannot lead at the same time there is need for the people to choose those with unquestionable characters through periodic elections to lead them. Unfortunately, the reverse is the case with modern Nigerian society where leaders in often cases are imposed on the people by *political godfathers*.

### III. EMPIRICAL REVIEW

#### 3.1.1 Challenges of Leadership Recruitment Process in Nigeria

Indisputably, the recruitment process in Nigeria over the years constantly threatened the nation’s democratic system and political existence. The world may not be interested in Nigeria’s internal democracy but it has become imperative for scholars and political analysts in the country to examine or analyse the debacles occasioned by the actions and inactions of the political class in our society. Odisu (2017) argued that, the leaders of the country have not only failed in uplifting the standard of living of the citizens despite the enormous natural resources because of recruitment process in favour of unreliable political cronies but have also failed to realise that the trend has changed in developed economies of the world and emulate same. Rather than enthroning people who have zeal, interest and capability to lead the people, *the captors, elites or godfathers*, in the country who are bereft of ideas impose their cronies on the people for selfish gains.

According to Nnadi (2018), once a recruitment process favours those that lack the merit and capability to pilot the affairs of an organisation, and the state inclusive, the organisation or state alike will lose its essence which is to provide the people with good leadership and governance acceptable my all. In Nigeria today, leadership failure has been the *albatross (continuing problem)* of our national life, he argued. The moment unqualified individuals are allowed to lead the people in any area of politics; bad governance will be the inevitable outcome of such leadership, as evidenced in Nigeria since the return to civil rule.

Poor leadership recruitment process in the country democracy, inarguably, has in no small measures, created social stratification or gap between the elite class and the ordinary citizens. In the words of Utomi (2017) cited in Odisu (2017), the minority group or the elite class has been taking decisions and control of the country’s affairs and resources respectively because the country has never had good elections. He therefore referred to this group of people as *pimps* who had formed the club of *Captors* and unfortunately inflicted *anti-*

*intellectual culture* on Nigerians. Rather than conducting free and fair party primaries to elect candidates or flag bearers under the platforms of the political parties, the elites or godfathers resort to impositions of their cronies and loyalists on the people.

Accordingly, they proceed to the general elections with their cronies who are ill equipped with the party ideology and programmes of their own. This, they complement with their financial muscles which they employ to rig elections in favour of their candidates. The consequence of this obnoxious practice is very visible in the country's development index which is often *retrogressive* rather than *progressive*. The types of leaders and leadership style in the country has not only affected economic development in the country but has also made the electorates irrelevant since their votes no longer counts. Just a few of them performs in office while majority do not see themselves accountable to the electorates but to their godfathers. Such is the level of decadence in our democracy since the country returned to civil rule in 1999.

In the affirmative, Obasanjo (2017) cited in Odisu (2017) argued that Nigeria legislators at the National and State Assemblies are always preoccupied with primitive accumulation of wealth from the country's treasury rather than making people-oriented laws. In the midst of economic hardship occasioned by the global recession, the legislators of the 2015 and till date are yet to realised the need for people oriented leadership through global accepted democratic practices and oriented laws to foster socio-economic wellbeing of the electorates instead of pursuit of unsustainable lifestyles and wastage of tax payers' fund on exotic cars and jumbo salaries.

### 3.2 Challenges of Good Leadership and Good Governance

In assessing the challenges of leadership in Nigeria, Adejimi (2005) cited in Ejimabo (2013), opined that, most of the policy makers and those also involved in the decision-making process in Nigeria are often engaged in *bribery, egoism, power, and trade liberalisation*, and are always distracted to the extent that they forget the national policy objectives aimed at improving the lives of the people. He argued that, "in an ideal situation, the people are expected to be law-abiding and hardworking but the lukewarm and unethical attitude of the leaders lead the people to engage in corrupt behaviours and other anti-social vices, thus, breeding conflicts between the government and the people.

Paul, Ogbole and Ojo (2017) have had to argue that, the electorates in Nigeria over the years have been experiencing severe economic poverty and wretchedness due to leadership problem - a frightening situation that seems to appear repeatedly even in the military era and continued now, the country has returned to civil rule. Tshiyoyo (2015) cited in Paul et al (2017:103) opines that efficient or effective leadership provides an overarching sense of direction and visions which is a healthy mechanism for innovation and creativity, and a reservoir that invigorates and strengthen national development, unfortunately, leadership in Nigeria has fallen short of the mechanisms, thus, posing incredible challenges to good leadership and good governance in Nigeria.

In the words of Paul et al. (2017:108), poor governance has been the major challenge in Nigeria's political front and the bane of poverty in the centre periphery over the years and has progressively imprinted *mediocre mentality* in the psyche of the poor masses. Furthermore, poor Nigerian electorates have lost their senses of what is good leadership and governance, especially now that majority of the political office holders capitalised on the present hardship posed by *global economic recession* and complicated by the *outbreak of Covid-19 pandemic* to fling out what they refer to as palliatives or empowerment to unsuspecting individuals, not minding that the gains from good leadership and good governance comes from service delivery and infrastructure sector development.

It is however lamentable that political godfathers up to date refused to desist from laughable practice of imposing their cronies or protégés in positions of authorities, a non acceptable practice to the people of Nigeria but who do not have the resources to challenge them or fight back, and who in often cases sell their votes to the same perceived *political arm robbers*. In short, there is a wide gap between the rulers and the ruled since independence. It is only in Nigeria that politicians promise the people a lot during campaign but go contrary after elections (Paul et al., 2017). Such are the challenges to good governance in the country and which have eating deep into the Nigerian system. Regrettably, Nigerians are confused and could no longer differentiate between good and bag leadership or governance despite the obvious cases of *corruption, tribalism, nepotism, mediocracy, and favouritism*, perpetrated by the *political captors* (the godfathers and political elitist class).

Observers, critics and political analysts have had to argue that leadership in Nigeria has failed to live up to expectation. Inarguably, *corruption* has been identified as one of the major causes of bad leadership, and is fast becoming a *hereditary culture* and now institutionalised or systemic in the country (Nnadi, 2018). The underdevelopment status of Nigeria, inarguably, is tired to the abuse of party recruitment processes or guidelines which is now a political culture in the country, and which the godfathers take charges of the recruitment processes and ensure that their *protégés and cronies* are nominated for elective and appointed positions, thereby polarising the country's polity with inefficient hands. The consequence of which is bag leadership and which has dealt a deadly blow on the people to the extent that those responsible to make, enforce and interpret the laws

of the land are the ones abusing the laws and corruptly enriching themselves with the resources of the country at the detriment of the general public.

#### IV. SUMMARY AND CONCLUSION

The study has so far examined the Nigeria's contemporary leadership challenges which it linked or associated to/with the recruitment process of political leaders or office holders in the country. Following extractive analysis from extant literature consulted and practical experiences, especially those from the study area, the study revealed that leadership has been the bane of the country's development in the post independence era. Despite the fact the country is blessed with abundance of human and natural resources, infrastructural sector and human capital developments have been the most neglected and affected, especially in the present day's democratic rule. This has been attributed to the ineptitudes of the leaders that emerged through imposition and corrupt practices. Political elites and gluttonous bourgeoisies have been identified as orchestrators of these anti-political vices for selfish reasons rather than sincerity of purpose over the years.

Corruption which is one of the major challenges confronting Nigeria's national development has affected the basic structures of the country's socio-political and economic sectors including industrial, health and education sectors respectively. Most analysts and observers of the Nigeria's leadership situation argued that this was complicated by the penetration made by the political class over the years through illegal acquisitions of shares or outright purchase of public enterprises. There is therefore no doubt that corruption has eaten deep into the Nigeria's system to the extent that *committed and good leaders* are in limited numbers. The study finds out that funds made available for infrastructure sector development are diverted into private accounts of the political godfathers, former state governors, their relatives and cronies. This is a perturbing challenge that is yet to be eliminated in the Nigeria's system even with the establishment of the anti-graft agencies- the EFCC and ICPC by former president Olusegun Obasanjo led administration which lasted from 1999 to 2007.

Because of corruption and imposition of loyalists, family member and cronies into positions of authorities, the government at all levels have not been able to accomplish the huge task of providing sufficient infrastructure and human capital developments in the country over the years despite the fact that these are parameters or indices for measuring development. Instead of encouraging *fairness* and *meritocracy* in the recruitment of political office holders and in the civil service, the leaders resort to *mediocrity* and *forceful impositions* of their cronies, relatives, godsons and daughters into positions of authority.

The study also finds out that the political confusion that attracted the military into governance for the alleged reason of redemption mission from the hands of corrupt politicians of the Second republic still repeats itself, now the country has returned to civil rule. Although, the military regime in the country almost completely destroyed the economy of the country but now the country returned to civil rule nothing has changed and no lessons have been learnt from past experiences. Suffice it to state that the problems of poverty, unemployment, collapsed economy, and lack of portable water in rural areas, poor road networks, poor health infrastructure, epileptic power supply, indiscipline, and most importantly, corruption are yet to be eliminated in our country, Nigeria.

Despite the fact that Nigeria is rated the world sixth oil producing nation, the government still export crude and in return import finished crude oil products from abroad. A situation critics and analysts attributed to poor leadership, the consequence of which is bad governance. Looking at Nigeria's situation as it is presently, one has no option than to accept the facts that the country's striking problems are poor leadership, irresponsible electorates, and wick political institutions, including the judiciary. All of which the origin is traced to inadequate, ineffective and unaccepted recruitment process of the party flag bearers or candidates who eventually become the leaders of the country. We therefore conclude that the country's problem is multifaceted but with corruption and godfatherism as the most damaging of all.

#### V. RECOMMENDATIONS

Following the multifaceted problems or challenges occasioned by questionable leadership recruitment processes in Nigeria, the following recommendations are proposed.

1. The study recommends a total compliance to party guidelines or rules regarding recruitment processes of party flag bearers. Until this is done, the country will not be able to produce responsive leaders that will actualise the needs and desires of the people which is good governance.
2. The study also advocates total compliance to the provision of the *Not-Too-Young-To-run* legislative enactment in the country. This means that leadership should be the responsibility of those qualified to rule the people irrespective of the age of the leaders, and not the preserves of the older folks that have dominated leadership positions in the country presently. Although, the law requires the individuals to be elected into political offices to at least attain the required age of 25 and above, as the case may be, unfortunately, godfatherism, tribalism, nepotism and mediocracy have been the practice in the country's political recruitment process. The consequence of this is the placement of round pegs in a square hole. A

situation that has affected the quality of leadership, and consequently poor leaders and bad governance which has to be corrected.

3. All that Nigerian leaders struggle for is how they can tap from what they regarded as national cake instead of pursuing policies that would promote socio-economic development. Until we redefine our impression as to what good governance entails we wouldn't get it right. Therefore, those occupying positions of authority should change their orientation towards governance by putting national interest above personal interests, and desist from indulging in graft and corruption in their work places. When this done, there would be decency and good governance which automatically promotes socio-economic development.
4. Above all, Nigerian leaders should revisit the concept of national development plans and reposition the institutions of government, and focus their attentions only on policies that would promote national development and create employment opportunities to the masses across the federation. This can only be achieved when those in positions of authority desist from anti-social behaviours such as mediocracy, nepotism, etc.
5. It is critically recommended that an urgent review of remunerations of elected and appointed political office holders should be done. When their remunerations are at par with those of other public or civil servants, only intelligent and qualified candidates with public interest would be thrown up by the recruitment process.

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