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LEADERSHIP AND PROBLEMS OF NATIONAL DEVELOPMENT: AN ASSESSMENT OF UNEMPLOYMENT PROBLEM AND MOVEMENT OF NIGERIAN YOUTHS TO DEVELOPED COUNTRIES OF THE WORLD

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ABSTRACT

Leadership is the key social upliftment, social stagnation and even social decay, but there is no such agreement as to which kind of leadership is most capable of meeting and enhancing national development. The main objectives of the study are to find out the problem of leadership that resulted in mass movement of Nigerian youths to Europe. The study employed survey method (questionnaires), that are administered to two hundred (200) respondents (both leaders and youths) selected with the aid of both purposive and systematic random sampling techniques across twenty (20) Local Government Areas and thirty-seven (37) Council Development Areas in Lagos State, Nigeria, being the study areas. Likert scale, descriptive and advance statistics are used for the measurement of variables and analyses of data. The findings of the study revealed that unrelenting progression of corruption, bad governance and bad economic management resulted to frustration impeded on the youth is observable in the increase proportion of Nigerian youths who seek salvation in foreign lands Therefore, the strongest thrust of the study is that an holistic approach should be taken towards value-reorientation for Nigerian leaders and the followers. Added to this, is that there should be attitudinal re-orientation in youth development programme, youth unemployment should be tackled head-on and efforts should be geared toward transformation in technology revolution by the government-good leaders to say the least.

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INTRODUCTION

In Nigeria, the quest for national development is presumed to be at the heart of the leaders and the led. Leadership is the process of influencing group activities towards attainment of goals. The quality of leadership in any given country has a direct influence on the development of that nation in terms of the standard of living, available infrastructures, poverty alleviation scheme and level of unemployment among others. According to World Bank Report (2006) a nation's wealth is measured in terms of balance sheet which consists of three categories of capital. These are natural assets, produced assets and intangible assets, all these constitute human and institutional capabilities that measures society's quality index. Nigeria is ranked among the world's largest producers of oil, but the leaders have not been able to judiciously manage the

oil wealth for the benefit of average Nigerian. Although the problems of unemployment is a general phenomenon that cut across the world. One of the features of underdevelopment in the third world economies is lack of trained and adequate manpower required for the development of the industrial, technological and service sector. Where the high level manpower is available, they remain unemployed. A country with abundant natural resources and in dare need of high level human capital that could still allow massive exodus of her able bodied men and women to European countries in search of greener pasture is considered a great irony.

Research Formulation

Rich countries are largely rich because they are well governed, while poor countries are largely poor because of bad governance. Good governance translates to progressive national development, and good infrastructural facilities. Good governance implies that intangible assets of the nation

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are fully exploited to manage tangible assets. Since inefficiency, incompetence, corruption, bad managements are becoming the rules of the day. Especially in the last five years of administration in Nigeria (2010 – 2015). This may translate to great herculean task for successive leaders to transform Nigeria for the betterment of citizenry. The influxes of Nigerian youth to Europe and America in search of greener pastures might not be unconnected with unemployment, insecurity, lack of economic opportunities, corruption, just to mentioned a few. This could possibly be traced to bad leadership. The extent which bad leadership contributes to the influx of Nigerian youths to Europe and America is what this study considered the problematic which it intends to unravel.

Objectives of the Research

The main objective of the study is to assess the problems of bad leadership on the influx of Nigerian youths to Europe and America and the extent which it has affected socio-economic development of the nation. Specific objectives are as follows:

- To identify major reasons for mass movement of Nigerian youth to Europe
- To find out the consequence of unemployment on the influx of Nigerian youths to European world. And lastly
- to examine the relationship between the problems of leadership and unemployment problem in Nigeria.

Research Hypotheses

From the foregoing objectives, the following hypotheses are drawn for the study.

I Ho: There is no significant relationship between unemployment and mass movement of the youth to European countries in search of greener pastures.

H₁: There is significant relationship between unemployment and mass movement of the youth to European countries in search of greener pastures.

II Ho: There is no significant relationship between leadership problem and unemployment of the youth in Nigeria.

H₁: There is significant relationship between leadership problem and unemployment of the youth in Nigeria.

III Ho: There is no significant relationship between quality of leaders and emigration of youths to European countries

H₁: There is significant relationship between quality of leaders and emigration of youths to European countries

Justification for the Study

The study of this nature becomes imperative in that it is conceived to serve as an eye opener to the leaders who might be able to ascertain the significance of good and quality leadership, and the study also have the potential of serving as a guide to researchers who might be working on the areas of deficiencies of leaders in Nigeria in order to improve on leadership traits with a view to having a sustainable national development.

Literature Review

Theoretical Orientation and Conceptual Clarification

Leadership is defined as “a social influence process in which the leader seeks the voluntary participation of subordinates in an effort to reach organizational goal” (Robert and Ageloik, 2001). There has not been a definite definition for leadership because it involves complex interacting factors of the leader, followers and the situation leadership for instance, which involves vision, enthusiasm, trust, passion, paying attention among others. Thus, effective leadership depends on various situational variables. The variables are important component of the contingency leadership theory. Leadership remains an essential ingredient at all levels of human life. In this time of historic transition, leadership that will constantly and closely attend to the rapidly coherent and compelling vision of human society, communicate the vision convincingly to the world, foster its implementation through on the hard decision that will inevitably arise are urgently needed. The quality of leadership engendered globally, nationally and at the grass roots level will determine the kind of world we live in, and the state of the world that feature generations will inherit.

Leadership Theories and Models

Interest in leadership increased during the early part of the 20th century. Early leadership theories focused on what qualities distinguished between leader and followers, while subsequent theories looked at other variables such as situational factors and skill level.

The "Great Man Theory"; This theory assumes for leadership is inherent that great leaders are born not made. These theories often portray great leaders as heroic, and destined to rise to leadership when needed. The term "Great man" was used because at the time, leadership was thought of primarily as a male quality especially in military leadership.

Trait Theory: this is similar in some way to the "Great man" theories, traits theories, assumes that people inherit certain qualities and trait such as physical or personality characteristic that can be used to differentiate leaders from followers or that make them better situated to leadership. The difficulty in using the trait theories to explain leadership is such that if people who possess those leadership qualities and traits that are key features of leadership but are not leaders. Leaders were born traits that made them successful leaders. A leader traits is a physical or personality characteristics that can be used to differentiate leaders from followers. Leader's leadership prototype is a mental representation of the traits and behaviours that you believe are possessed by leaders. We tend to believe that someone is a leader when he or she exhibits traits or behaviour that is consistent with our prototypes. Traits associated with intelligence, masculinity, dominance linked to leaders.

Behavioural Theories: Behavioural theories of leadership are to focus on leader's behaviour instead of personality traits. It was believe that leaders' behaviour directly affected work group effectiveness. This leadership theory focuses on

the action of leaders not on mental qualities. According to this theory, people can learn to become leaders through teaching and observation. Several other studies have been carried out to identify successful leadership behaviours. At the Ohio State University, two behavioural dimensions play on significant role in successful leadership. The dimensions include consideration which is on aggregate of mutual trust, respect while initiating structure which involves organizing and defining relationship, establish well-defined organization channels of communication, and ways of getting job done while at the University' of Michigan revealed two similar aspects of leadership style that deals with effectiveness. This include employee orientation which involves human relations aspects in which employees are viewed as human with individual personal needs and production orientation involving stresses on production and the technical aspects of the job with a view as the means of getting the work done. This, leadership research began during World War II as part of an effort to develop better military leaders. It was an out-growth of two events," the inability of trait theory to explain leadership, effectiveness and human relations movement. The thrust of early behavioural leadership theory was to focus on leader behaviour, instead of on personality traits. It was believed that leader behaviour directly affected work effectiveness.

Leadership GIRD: Blake and Mouton (1985) developed another theory called the leadership Gird. This was originally known as the Managerial 'Grid. Leadership is from the matrix of intersection of two dimensions of leaders behaviour, on the horizontal axis is concern for producing relationship orientation while the leaders concern for people is on the vertical axis. Blake and Mouton described the variables of leadership gird as attitudinal with behavioural derived from and connected with the thinking that lies behind the action. Blake and Mouton plot five leadership styles on the vertical and horizontal axis that were scaled 1-9

Contingency Theory: This theories focus on particular variables related to the environment that might determine which particular style of leadership is best suited for the situation. According to this theory no leadership style is best in all situations. Success depends upon a-number of variables including leadership style, qualities of the followers and aspects of the situations. Contingency theories go beyond situational approaches. It tries to isolate the key factors and how to manage those key factors when they are present.

Fielders Contingency Model: In this model, leadership is effective when the leader's style is appropriate to the situation. There are three 'dimensions of situational control:

Leader-Member Relations: This expresses the nature of interpersonal relationship between the leader and the follower. It shows the extent to which the leader has the support, loyalty and trust of the follower. It is obvious that the leader's personality and personalities of the subordinates play important roles in this variable. It means that if there is good leader-member relationship the leader can depend on the followers for the attainment of the leader's goals and objectives.

- **Task Structure:** This consists of the amount of structured task of the subordinate to accomplish the task and how the task is defined.
- **Position Power:** This 'expresses the degree to which the position enables the leader to get the group members to comply with and accept his direction and leadership.

Situational Leadership Theory: This theory proposes that leaders choose the best course of action based upon situational variables. Thus, the effectiveness of a particular style of leader's behaviour depends on the situation i.e. the effectiveness of a leadership style is a function of the situation.

Path Goal Leadership Theory: A leadership theory that focuses on the need for leaders to reward contingents on the accomplishment of objectives and to aid group members in attaining, rewards by clarifying the goals and removing obstacles to performance. The leader assists the followers to remain on the right path to challenging goals and valued, rewards. There are four leadership styles in path goal theory contrary to fielder's contingency theory that proposed that leaders have one dominal style. The four path goal leadership styles are Directive leadership, supportive participative and achievement oriented leadership.

Leadership and National Development

Countries that own natural resources and are able to confront the associated political risks, manage their economic opportunity and extract maximum return from it are generally perceived to have a bright economic future guaranteed. Effects of the Nigerian government and leaders towards the associated political risk which is already a reality at play as current development in the Niger Delta (South-South of Nigeria) demonstration and destruction of lives and pipelines (national assets) does not seem to resolve the political imbroglio. Successive government have already missed and lost, considering the unrelenting progression of corruption, bad government, bad economic management, the odds cannot possibly in favour of its citizenry. The consequence of bad governance and frustration impacted on the youth is observable in the increase proportion of Nigerian youth who try to seek any of salvation on foreign shores. A society without cohesion does not thrive even in the midst of abundance resources. It is the various levels of inconsistencies in managing the economy by the leaders that has' caused unemployment, no certainty of tomorrow, hence the youth in flux to develop countries of the world in search of greener pasture. The issue of unemployment has been considered as an under development problem and by extension, employment can only be understood through the eyes of underdevelopment theories. The theories of underdevelopment therefore look at the process which created a situation that led to the development of the developed world and the underdevelopment of the less developed world.

Underdevelopment is not the absence of development but means of comparing levels of development. Some features of political economy of underdeveloped countries is the presence of such negative economic and social indicators as low per capital income, poverty, high rate of unemployment, general

poor standard of living, poor health, high level of illiteracy, high infant mortality, corruption and-unstable leadership. There are many underdevelopment theories which seek to explain the causes of the underdevelopment and make suggestions as to the solutions to the problem generated, i.e. unemployment. They include Elite theory, Dependence theory, and Modernization theory to mention a few. For the purpose of our study, elite theory is our main concern. It concentrates on issues of policy, governance or leadership of the state. The Chief proponents are muska, mills, et al (They maintained in any given society, it is the elite which is small in number that govern and make policy for the state made up of the large society. The elites consist of those who hold leading positions in the strategic areas of the political economy. The government as an agent of the state, in any country embarks on various projects including social infrastructures, like roads, electricity, health, education. Also, government influence attitudes, shape economy, ensure full employment. Where a government fails to provide these basic amenities in an atmosphere of security of life, and property, it loses its relevance.

Status of the Nigerian Youth

It is generally believed that youths constitute a potent and latent human resource of any country and relevant against the back drop of their future in leadership. In recognition of this, all nations, including Nigeria, have regarded the proper training and education of youth and children as very fundamental in the scheme of nation building. The-attestation of these is determined by the prominence given to institution of education. There is no overemphasizing the essentiality of the need to train the youth and organize them, channeling their energies towards desirable social and economic goals in the interest of national development. Many advanced economies as well as developing ones have demonstrated the recognition of the importance of preparing the youth for the future role that will prepare and integrate them socially, economically and psychologically for the loft future leadership role. According to Jibowo and Sotimi (1996) critical factors in sustainable development is the establishment and strengthen of youths programmes. In pre-independence Nigeria, proper integration of youth into National Development was utmost in the mind of leaders (Ladel 1988) efforts were made to introduce several schemes that engaged the youth in economic activities. The era of "oil boom" progressively alienated the youth from rural sector through attraction to better paying jobs in the cities. The rural-urban migration later constituted real problem for the nation when jobs were no longer available. The problem of unemployment, crime, poverty and hunger and other anti-social behaviours are known to be rampant among the youths. Unemployment that was prevalent among the secondary school leavers has graduated to be common at the post-secondary level.

Youth Migration: The Nigerian Case

Movement of people from their country to work in host country is not a new phenomenon. It exists, as long as this disparity of resources and employment opportunity on national or international level. Migration of youth to Europe countries to work or seek political asylum, is measure to diffuse unemployment and poverty. Migration plays role of supporting and understanding and respect among nations. In demography,

migration is movement from one place to another for best socio-economic and position, while in sociology it is changing of social situations. In Nigeria, a lot of youth have been traveling to Europe with or without genuine document. Youth are escaping from tragic situation both able bodies male and female, to European countries like Italy, Spain, France, Germany in search of greener pasture.

A key part of the mass exodus of the youth from Nigeria has always been cartels whose main business is to recruit young people to serve as carrier of drugs or in case of young females to work in prostitution houses overseas. Thousands of females Nigerian teenagers and youth, become more desperate to take even more daring chances to emigrate, the crossing of the notorious Sahara desert on foot as well as the tragic risk of hiding one-self in a wheel of aircraft to get to a foreign land. The Nigerian leaders have failed in the provision of infrastructure. Poverty is on the increase as well as level of unemployment.

Repositioning Nigerian Youth for National Development

The central goal of national development can be attained if the latent energies and skills of youth are adequately exploited and channeled to the transformation of capital asset to national development. Repositioning Nigerian youth for national development will involve introduction of youth development is a process that prepares young people to meet the challenges of adolescence and adulthood through a coordinated, progressive services of activities an experiences that help, them become socially, morally, emotionally and physically competent. Youth leadership is one important part of the youth development process. Youth leadership is both an internal and external process leading the ability to guide or direct others on courses of action, skills and effective communication. The increasing recognition of importance of youth development and leadership for all youths holds both promise and challenge. The leaders should have a change at heart and give all the needed support to the youth as these have the potentiality of re-orienting the youth for greater life challenge. The challenge is great but the promise of better outcome for the youth is greater.

MATERIALS AND METHODS

Area of Study

The area of study is Lagos state, south west, Nigeria. Lagos is a metropolitan state with 20 Local Government Areas and 37 Council Development Areas. Lagos state was the former federal capital but is still considered as one of the major economic strength of Nigeria. The state is chosen because, apart from the economic view, it is often called mini-Nigeria because there is no tribe that is not represented in the state. It has over 20 million people residing within the high level of economic activities comprising of corporate public, private organisation artisans among others.

Method of Data Collection

The instrument of data collection is the questionnaires consist of structured and unstructured questions. It is divided into and

each section focuses on the provision of answers to the questions that were asked according to specific objectives of the study. A total of 200 respondents in the state are sampled. This includes 100 leaders and 100 youths from the state.

Sampling Technique

The sampling procedures adopted for this study are the purposive and systematic random sampling techniques. In each of the 20 Local government areas of the States; 5 leaders consisting of political, religion, community, retired and-serving- administrators are purposively selected while systematic random sampling, techniques are used at interval of 50 persons in each Local Government to select 5 youths. This ensured large coverage area in the selection of the youth. Therefore, 10 respondents consisting of 5 leaders and youth are sampled in each local Government Area. This resulted to 200 respondents from all the 20 Local Government Area of the state.

Measurement of Variables

The dependent variables of the study include leadership quality, problem and movement of youth to foreign Countries. This would be measured using 5 point likert scale as shown below.

	S.A.	A	U.D	D	S.D
- Nigerian youths prefer to move to advanced countries					
- Nigerian leaders demonstrate good leadership qualities					
- Nigerian youth migrate because of leadership problem					

The respondents are expected to state their disposition towards these variables scores would be assigned to responses thus strongly agree (S.A.) 5, Agree (A) 4, undecided (UD) 3, Disagree (D) 2, strongly disagree (SD) 1 maximum score obtainable per respondent is 40 while the minimum is zero.

The independent variables in the study are unemployment. This are measured using 5 point likert scale as shown below.

	S.A.	A	U.D	D	S.D
- Nigerian leadership has failed to provide enabling environment for the youth to be gainfully employed					

Data Analysis

The methods adopted for the analysis of data include descriptive and advance statistics. Descriptive distribution is used to analyze the data. The data were subjected to Chi-square test in testing hypotheses.

Hypotheses tested are subsumed as follows:

Ho1: There is no relationship between unemployment and mass movement of the youth to European Countries in search of greener pasture.

Ho2: There is no significant relationship between leadership problem and unemployment

Ho3: there is significant relationship between qualities of leaders and emigration of youths to European Countries.

RESULTS AND DISCUSSION

Hypotheses are hereby tested and analyzed in order to make decisions on the relationship of variables like demographic, characteristics, of Nigerian Leaders, quality of leaders and national development, quality of leaders and emigration of youths and other professional and Nigeria leaders who do not adhere strictly to ethical and social values of the Country.

Table 1. Demographic characteristics of respondents

This section focuses on the personal characteristics of the Nigerian leaders such as gender, age, marital status, educational status, and other leadership qualities such as good, non-challant and bad characteristics of leaders.

Table 1. Distribution of the Respondents by Sex/Gender

Sex	Number	Percentage
Male	118	59
Female	82	41
Total	200	100

Source: Field Survey 2016

The above table shows the number of respondents that are male and female who participated in filling out the questionnaires for this research study, out of a total number of 200 respondents 118 of 59 percent were male and 82 of 41 were females.

Table 2. Distribution of the Respondents by Age

Age	Number	Percentage
16 – 25	29	14.5
26 – 35	32	16
36 – 45	44	22
46 – 55	40	20
56 – 65	37	18.5
66 – 75	18	9.0
Total	200	100.0

Source: Field Survey, 2016

The above table shows the age range of the respondents to the questionnaires who are 200 in number 29 or 14.5 percent of the respondents are between 16 - 25years. 32 or 16 percent of the respondents are between 26 - 35years, 44 or 22 percent of the respondents are between 36 - 45years, 40 or 20 percent of the respondents are between 46 – 55years, 37 or 18.5 percent are between 56 - 65 years old, 18 or 9 percent are within 65 - 75 years.

Table 3. Adherence to Ethical and Social Values by Nigerian Leaders

Adherence to Ethical and Social	Frequency	Cumulative Frequency	Percentage	Cumulative Percentage
Strongly agree	28	-	14	-
Agree	44	72	22	36
Indifferent	24	96	12	48
Disagree	54	150	27	75
Strongly disagree	50	200	25	100

Source: Field Survey, 2016

The table above shows that 25 and 27 percent of the respondents strongly disagree (SD) and Disagree (D) respectively that Nigerian leaders adhere to ethical and social values of the country. While 12 percent of the respondents were indifferent in their disposition, 22 and 14 percent of the respondents agreed and strongly disagree respectively that Nigerian leaders adhere to ethical and social values. About 52 percent of the total respondents believed that Nigerian leaders do not adhere as against 36 percent of the respondents that believed that Nigerian leaders adhere to ethical and social values and 12 percent were indifferent in their disposition. Since the sum total of the respondents that believe Nigerian leaders do not adhere to the ethical and social values of the country. It can be concluded that majority of the Nigerian leaders do not adhere to the ethical and social values of the country.

Hypotheses Testing

After the analysis of raw data, from the respondents' points of view with respect to percentages, the testing of the stated hypotheses as previously stated are given below.

A Chi-Square test is used:

$$\text{Chi - square } X^2 = \frac{(O_1 - e_1)^2}{e_1}$$

Where X^2 = chi square
 O_1 = Actual observation
 e_1 = Expected observation

Decision Rule

The hypothesis is slated at 95% confidence limit or 0.05/5% level of significance.

- Reject null hypotheses (H_0) and accepted the alternate hypotheses (H_1) where computed value is greater than table value.
- Reject the alternate hypothesis (H_1) and accepted the null hypothesis where table is greater than the computed value.

Hypothesis 1

H_0 : There is no significant relationship between unemployment and mass movement of youth to European countries in search of greener pasture.

H_1 : There is significant relationship between unemployment and mass movement of youth to European countries in search of greener pasture.

Table 1.

X^2_c	dt	X^2_t	X level	Remark
42.46	16	26.30	0.05	Reject null hypothesis

Source: Field Survey, 2016

$$\text{Chi-square } X^2 = \frac{(O_1 - e_1)^2}{e_1}$$

X^2_c = Chi - Square calculated
 X^2_t = Chi - Square tabulated

$$df = \text{Degree of freedom } (r - 1) (c - 1) (r-1)(c-1) \\ (5 - 1) (5 - 1) = 4 \times 4 = 16$$

The result shown above indicates that null hypothesis should be rejected while the alternative hypothesis should be accepted. This is because the calculated $X^2_c 42.46$ is greater than tabulated $X^2_t 26.30$

The results also confirm that unemployment level is a significant factor that causes youth migration to European countries in search of greener pasture.

Unemployment

		SA	A	I	D	SD	
SD	fo	20	12	5	5	6	
	fe	12.5	13	6.48	8.16	7.92	48
	x^2	4.5	0.07	6.3	1.2	0.5	
D	fo	16	24	8	6	4	
	fe	15	15.7	7.83	9.86	9.57	58
	x^2	0.05	4.4	0.003	1.5	0.5	
I	fo	5	3	7	4	2	
	fe	5.5	5.67	2.83	3.54	3.46	21
	x^2	0.04	1.3	6.1	0.5	0.8	
A	fo	7	9	4	11	9	
	fe	10.4	10.8	5.4	6.8	6.6	40
	x^2	1.1	0.3	0.4	2.6	0.8	
SA	fo	4	6	3	8	12	
	fe	8.6	8.9	4.46	5.61	5.44	33
	x^2	2.5	1.0	0.5	1.0	8.0	
		52	54	27	34	33	200

$$X^2 = \frac{\sum (fo - fe)^2}{fe} \\ = 42.46$$

Hypothesis II

H_0 : There is no significant relationship between leadership problem and unemployment

H_1 : There is significant relationship between leadership problem and unemployment.

Table 2.

X^2_c	dt	X^2_t	X level	Remark
55.51	16	26.30	0.05	Reject null hypothesis

Source: Field Survey, 2016

$$\text{Chi-square } X^2 = \frac{(O_1 - e_1)^2}{e_1}$$

X^2_c = Chi - Square calculated
 X^2_t = Chi - Square tabulated

$$df = \text{Degree of freedom } (r - 1) (c - 1) \\ (r-1)(c-1) \\ (5 - 1) (5 - 1) \\ 4 \quad 4 \\ = 16$$

The result obtained from the calculation X^2_c calculated is higher than X^2_t tabulated. Thus X^2_c calculated is 51.51 while X^2_t tabulated is 26.30, hence the null hypothesis which states that there is no significant relationship between leadership problem and unemployment in Nigeria is rejected and the

alternative hypothesis which states that there is significant relationship between leadership problem and unemployment is accepted. This means that leadership problem in Nigeria has influence on the level of unemployment.

Leadership Problem

		SA	A	I	D	SD	
SD	fo	22	12	6	7	7	
	fe	14.5	13.77	5.4	11.07	9.18	54
	x ²	3.78	0.28	00.6	1.5	0.5	
D	fo	20	26	3	9	4	
	fe	16.74	15.81	6.2	12.71	10.54	62
	x ²	0.63	6.57	1.65	1.08	4.0	
I	fo	4	6	4	3	2	
	fe	5.13	4.85	90	3.90	3.23	19
	x ²	0.25	0.28	2.32	0.21	0.04	
A	fo	5	4	5	12	9	
	fe	9.45	8.93	3.5	7.18	5.95	35
	x ²	2.10	2.72	0.6	3.24	1.5	
SA	fo	3	3	2	10	12	
	fe	8.1	7.65	3.0	2.41	5.1	30
	x ²	3.21	2.83	0.03	2.41	9.34	
		54	51	20	41	34	200

$$X^2 = \frac{\sum (fo - fe)}{fe}$$

$$= 51.51$$

Hypothesis III

H₀: There is no significant relationship between qualities of leaders and emigration of youth to European countries.
H₁: There is significant relationship between qualities of leaders and emigration of youth to European countries.

X ² _c	Dt	X ² _t	X level	Remark
44.19	16	26.30	0.05	Reject null hypothesis

Source: Field Survey, 2016

$$\text{Chi-square } X^2 = \frac{(O_1 - e_1)^2}{e_1}$$

X²_c = Chi - Square calculated
 X²_t = Chi - Square tabulated
 df = Degree of freedom (r - 1) (c - 1)

$$(r-1)(c-1)$$

$$\frac{(5 - 1) (5 - 1)}{4 \quad 4}$$

$$= 16$$

It can be deduced from the table above that the null hypothesis is rejected and the alternative hypothesis is accepted. The calculated X²_c is 44.19 is greater than X²_t tabulated is 26.30. Thus, it can be said that the quality of leadership has significant impact on emigration of youth to European countries in search of greener pasture.

Quality of Leadership

		SA	A	I	D	SD	
SD	fo	18	13	3	9	8	
	fe	13	13	6.12	10.2	9.69	51
	x ²	3.0	0.00	1.6	0.14	0.29	
D	fo	17	22	6	8	7	
	fe	14.1	15.3	7.2	12	11.4	60
	x ²	0.63	2.93	0.2	1.33	1.7	
I	fo	3	3	8	4	2	
	fe	4.7	5.1	2.4	4	3.3	20
	x ²	0.6	0.86	13	0.00	0.85	
A	fo	6	9	3	12	8	
	fe	8.70	9.44	4.44	7.40	7.03	37
	x ²	0.84	0.02	0.47	2.86	0.13	
SA	Fo	3	34	4	17	13	
	fe	7.52	8.16	3.84	6.4	6.08	32
	x ²	2.72	2.12	0.00	0.05	7.88	
		47	51	24	40	38	200

$$= X^2$$

$$= \frac{\sum (fo - fe)}{fe}$$

$$= 44.19$$

Conclusion

While government advocates self-reliance in principle, the basic prerequisites for self-employment and self-reliance are lacking. The power sector is moribund, while the provision of basic infrastructures is grossly inadequate, the health sector is comatose, and agriculture which was the main stay of Nigerian economy has taken - a back seat. The economy has been so mismanaged that it would take upwards of two decades to put in once more on sound footing. Nigerian Government has experimented schemes for youth empowerment, for example poverty eradication programme was designed to empower youths but because of lack of transparency in the way it was administrated, the principal beneficiaries were the corrupt leaders. When a nation deliberately wastes the youth who constitutes the most vibrant segment of the population then the development cannot be reached and the future of the nation is bleak. The above mentioned acts by the leaders have affected the level of national development, increased level of unemployment, frustration among the youths and consequently causing mass movement of youth to European countries seeking for better life conditions that are sometimes elusive.

Recommendations

- A major finding of this research is that there exists mass movement of youth to European countries in search of green pastures due to ineffective leadership as a result of the inability of the government/leaders to provide effective leadership policies and programmes due to their ineptitude-corrupt nations
- Therefore, there is need for value-reorientation for Nigerian leaders and the followers. The task must begin with leadership because of their commanding influence on the society. The time for change has therefore come, when leadership at all levels must work individually and in concert to bring the much desired development.

- Attitudinal re-orientation in youth development programme should be put in place to make beneficiaries better leaders of tomorrow. It is not enough for the youth to acquire skills but most importantly they should be trained to be worthy in character, to enable them become responsible citizens.
- All the corrupt leaders from local government to federal level must face the law or shown the way out as a deterrent to others while performing officers should be remunerated adequately.
- Government should tackle youth unemployment from its roots and pro-actively work to empower every youth in the country with tools to make them an asset to the nation and not a liability.
- The leaders of this new industrial information era have to be able to use these tools and understand the power of leadership.

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