Online ISSN : 2249-460X
Print ISSN : 0975-587X
DOI : 10.17406/GJHSS

Global Journal

of Human Social Sciences: H

Interdisciplinary



Youth Offending Teams

Marital Stability among Adults

Highlights

Determinant Factors for Couple

A Grounded Theory of the Barriers

Discovering Thoughts, Inventing Future

VOLUME 18 ISSUE 2 VERSION 1.0

© 2001-2018 by Global Journal of Human Social Sciences, USA

Volume 18 Issue 12 was originally issued as H2

Global Journal of Human-Social Science: H
Interdisciplinary

Volume 18 Issue 12
Originally issued as H2

Global Journal of Human-Social Science: H

Interdisciplinary

Volume 18 Issue 2 (Ver. 1.0)

Open Association of Research Society

© Global Journal of Human Social Sciences. 2018.

All rights reserved.

This is a special issue published in version 1.0 of "Global Journal of Human Social Sciences." By Global Journals Inc.

All articles are open access articles distributed under "Global Journal of Human Social Sciences"

Reading License, which permits restricted use. Entire contents are copyright by of "Global Journal of Human Social Sciences" unless otherwise noted on specific articles.

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without written permission.

The opinions and statements made in this book are those of the authors concerned. Ultraculture has not verified and neither confirms nor denies any of the foregoing and no warranty or fitness is implied.

Engage with the contents herein at your own risk.

The use of this journal, and the terms and conditions for our providing information, is governed by our Disclaimer, Terms and Conditions and Privacy Policy given on our website http://globaljournals.us/terms-and-condition/menu-id-1463/

By referring / using / reading / any type of association / referencing this journal, this signifies and you acknowledge that you have read them and that you accept and will be bound by the terms thereof.

All information, journals, this journal, activities undertaken, materials, services and our website, terms and conditions, privacy policy, and this journal is subject to change anytime without any prior notice.

Incorporation No.: 0423089
License No.: 42125/022010/1186
Registration No.: 430374
Import-Export Code: 1109007027
Employer Identification Number (EIN):
USA Tax ID: 98-0673427

Global Journals Inc.

*(A Delaware USA Incorporation with "Good Standing"; **Reg. Number: 0423089**)*

Sponsors: Open Association of Research Society
Open Scientific Standards

Publisher's Headquarters office

Global Journals® Headquarters
945th Concord Streets,
Framingham Massachusetts Pin: 01701,
United States of America
USA Toll Free: +001-888-839-7392
USA Toll Free Fax: +001-888-839-7392

Offset Typesetting

Global Journals Incorporated
2nd, Lansdowne, Lansdowne Rd., Croydon-Surrey,
Pin: CR9 2ER, United Kingdom

Packaging & Continental Dispatching

Global Journals Pvt Ltd
E-3130 Sudama Nagar, Near Gopur Square,
Indore, M.P., Pin:452009, India

Find a correspondence nodal officer near you

To find nodal officer of your country, please email us at *local@globaljournals.org*

eContacts

Press Inquiries: *press@globaljournals.org*
Investor Inquiries: *investors@globaljournals.org*
Technical Support: *technology@globaljournals.org*
Media & Releases: *media@globaljournals.org*

Pricing (Excluding Air Parcel Charges):

Yearly Subscription (Personal & Institutional)
250 USD (B/W) & 350 USD (Color)

Editorial Board

Global Journal of Human Social-Science

Dr. Prasad V Bidarkota

Ph.D.,
Department of Economics
Florida International University
USA

Dr. Giaime Berti

Ph.D.
School of Economics and Management
University of Florence, Italy

Dr. Gisela Steins

Ph.D. Psychology, University of Bielefeld, Germany
Professor, General and Social Psychology, University of Duisburg-Essen, Germany

Dr. Rita Mano

Ph.D. Rand Corporation and University of California, Los Angeles, USA
Dep. of Human Services,
University of Haifa

Dr. Heying Jenny Zhan

B.A., M.A., Ph.D. Sociology, University of Kansas, USA
Department of Sociology
Georgia State University, US

Dr. Adrian Armstrong

BSc Geography, LSE, 1970
Ph.D. Geography (Geomorphology)
Kings College London 1980
Ordained Priest, Church of England 1988
Taunton, Somerset,
United Kingdom

Dr. Periklis Gogas

Associate Professor
Department of Economics,
Democritus University of Thrace
Ph.D., Department of Economics,
University of Calgary, Canada

Dr. Stephen E. Haggerty

Ph.D. Geology & Geophysics,
University of London
Associate Professor
University of Massachusetts, USA

Dr. Edward C. Hoang,

Ph.D.,
Department of Economics,
University of Colorado USA

Dr. Valerie Zawilski

Associate Professor,
Ph.D. - University of Toronto
MA - Ontario Institute for Studies in Education

Dr. Bruce Cronin

B.A., M.A., Ph.D. in Political Science, Columbia University
Professor, City College of New York, US

Dr. Danielle Riverin-Simard

B.A., M.A., Ph.D., Cognitive training, University Laval, Canada
Professor Emeritus of Education and Educational Psychology,
Laval University, Canada

Dr. Arturo Diaz Suarez

Ed.D., Ph.D. in Physical Education
Professor at University of Murcia, Spain

Dr. Raymond K. H. Chan

Ph.D., Sociology, University of Essex, UK
Associate Professor City University of Hong Kong, China

Dr. Kaneko Mamoru

Ph.D., Tokyo Institute of Technology
Structural Engineering
Faculty of Political Science and Economics, Waseda University, Tokyo, Japan

Dr. Luisa dall'Acqua

Ph.D. in Sociology (Decisional Risk sector),
Master MU2, College Teacher in Philosophy (Italy),
Edu-Research Group, Zürich/Lugano

Dr. Hugo Nami

Ph.D.in Anthropological Sciences,
Universidad of Buenos Aires, Argentina,
University of Buenos Aires, Argentina

Dr. Helmut Digel

Ph.D. University of Tübingen, Germany
Honorary President of German Athletic Federation (DLV), Germany

Dr. Vesna Stanković Pejnović

Ph. D. Philospohy
Zagreb, Croatia
Rusveltova, Skopje Macedonia

Dr. Tao Yang

Ohio State University
M.S. Kansas State University
B.E. Zhejiang University

Dr. Alis Puteh

Ph.D. (Edu.Policy) UUM
Sintok, Kedah, Malaysia
M.Ed (Curr. & Inst.)
University of Houston, US

Dr. Asunción López-Varela

BA, MA (Hons), Ph.D. (Hons)
Facultad de Filología.
Universidad Complutense Madrid
29040 Madrid Spain

Dr. Thierry Feuillet

Géolittomer – LETG UMR 6554 CNRS
(Université de Nantes)
Institut de Géographie et d'Aménagement
Régional de l'Université de Nantes.
Chemin de la Censive du Tertre – BP
Rodez

Dr. Mohd Hairy

Mohd Hairy, PhD (Urban Climate), Masters
(Environmental Management)
(National University of Malaysia)
& Degree In Geography (Hons),
University Malaya, Malaysia.

Contents of the Issue

i. Copyright Notice
ii. Editorial Board Members
iii. Chief Author and Dean
iv. Contents of the Issue

1. Youth Offending Teams: A Grounded Theory of the Barriers and Facilitators to Young People Seeking Help from Mental Health Services. *1-14*
2. Unidentified Flying Objects: Implications on Global Peace and Security. *15-20*
3. Effectiveness of Integrated Personnel and Payroll Information System in Addressing Ghost Worker Syndrome in Nigerian Public Sector. *21-29*
4. Determinant Factors for Couple Communication and Marital Stability among Adults in Assela Town, Oromia Region, Ethiopia. *31-42*

v. Fellows
vi. Auxiliary Memberships
vii. Preferred Author Guidelines
viii. Index

Global Journal of human-social science: H Interdisciplinary
Volume 18 Issue 2 Version 1.0 Year 2018
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460X & Print ISSN: 0975-587X

Youth Offending Teams: A Grounded Theory of the Barriers and Facilitators to Young People Seeking Help from Mental Health Services

By Alexander R Hassett & Carla Lane
Canterbury Christ Church University

Abstract- Young people within the youth justice system experience three times higher rates of mental health problems than the general youth population yet are one of the least likely groups to seek help. Very little theory or research is available within this population to explain these high rates of unmet need. The study aimed to develop a theory about the barriers and facilitators that Youth Offending Team workers experience when supporting young people to access mental health services. Eleven semi-structured interviews were conducted with participants; eight Youth Offending Team workers, two young people and a mental health worker. Interviews were audio-recorded and transcribed verbatim before being analysed using "grounded theory". This method was chosen to allow the in depth exploration of participants experiences and the development of theory within an under researched area. Youth Offending Team workers appeared to play a crucial role in supporting a young person's help seeking from mental health services. A preliminary model was developed which demonstrated the complex relationships between six identified factors which influenced this role. Youth Offending Team workers would benefit from more support, training and recognition of the key role they play in supporting young people to become ready for a referral to mental health services.

GJHSS-H Classification: *FOR Code: 170199*

YOUTHOFFENDINGTEAMSAGROUNDEDTHEORYOFTHEBARRIERSANDFACILITATORSTOYOUNGPEOPLESEEKINGHELPFROMMENTALHEALTHSERVICES

Strictly as per the compliance and regulations of:

Open Association of Research Society, USA
Research | Diversity | Ethics

© 2018. Alexander R Hassett & Carla Lane. This is a research/review paper, distributed under the terms of the Creative Commons Attribution-Noncommercial 3.0 Unported License http://creativecom-mons.org/licenses/by-nc/3.0/), permitting all non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

Youth Offending Teams: A Grounded Theory of the Barriers and Facilitators to Young People Seeking Help from Mental Health Services

Alexander R Hassett [α] & Carla Lane [σ]

Abstract- Young people within the youth justice system experience three times higher rates of mental health problems than the general youth population yet are one of the least likely groups to seek help. Very little theory or research is available within this population to explain these high rates of unmet need. The study aimed to develop a theory about the barriers and facilitators that Youth Offending Team workers experience when supporting young people to access mental health services. Eleven semi-structured interviews were conducted with participants; eight Youth Offending Team workers, two young people and a mental health worker. Interviews were audio-recorded and transcribed verbatim before being analysed using "grounded theory". This method was chosen to allow the in depth exploration of participants experiences and the development of theory within an under researched area. Youth Offending Team workers appeared to play a crucial role in supporting a young person's help seeking from mental health services. A preliminary model was developed which demonstrated the complex relationships between six identified factors which influenced this role. Youth Offending Team workers would benefit from more support, training and recognition of the key role they play in supporting young people to become ready for a referral to mental health services. Mental health services could be well placed to provide this. Clinical implications are discussed. Further research is needed to develop our understanding of what influenced the help seeking of this vulnerable population.

I. Introduction

One in ten children aged between five and fifteen experience a diagnosable mental health problem at any one time, with one in five experiencing more than one disorder (Child and Adolescent Mental Health Services [CAMHS] Review, 2008). However, only 18 to 34% of young people (YP) seek professional support (Gulliver, Griffiths, & Christensen, 2010).

Research suggests that YP within the youth justice system (YJS) experience at least three times higher rates of mental health problems than the general youth population, increasing to 95% for those YP who have attended secure services (NACRO, 2007). Common diagnoses include conduct disorder and emotional and attentional disorders (NACRO, 2007). Despite high rate of distress, YP within the YJS are one of the least likely groups to seek help for their mental health needs (CAMHS Review, 2008).

a) *Definition of help seeking*

The World Health Organisation study of adolescent help seeking (Barker, 2007) defined help seeking as:

"Any action or activity carried out by an adolescent who perceives herself/himself as needing personal, psychological, affective assistance or health or social services, with the purpose of meeting this need in a positive way" (p.2).

Rickwood, Dean, Wilson, and Ciarrochi (2005) emphasised the need for social interaction with another person in order to obtain support, advice, information or treatment.

b) *Patterns of help seeking in children within the youth justice system*

Severity of mental health symptoms and level of functional impairment do not appear to predict professional mental health help seeking (Wahlin & Dean, 2012; Lopez-Williams, Stoep, Kuo, & Stewart, 2006). Instead, a range of other factors appear to have an influence. Those aged between 16-18 years old are at particularly high risk of non-help seeking (Campbell, 2013). In the UK and North America, demographic factors such as being male, from an ethnic minority, having low socio-economic status or low education level, are further risk factors for non-engagement in mental health services (Feitsma, 2010; Lopez-Williams et al., 2006).

Youth Offending Teams (YOTs) were established as a result of the implementation of the Crime and Disorder Act (1998), with the aim of moving away from punishment towards addressing factors that led to YP offending (King, Brown, Petch,& Wright, 2012). To improve access to health services for this population, YOT teams have at least one health professional who can conduct assessments and interventions and support referrals to specialist mental health services. However, despite having a legal obligation to attend a YOT, many YP do not fully engage with services that these teams offer (King et al., 2012; Naylor, Lincoln, & Goddard, 2008).

Author α: Salomons Centre for Applied Psychology, School of Psychology, Politics and Sociology, Canterbury Christ Church University, 1 Meadow Road, Tunbridge Wells, TN1 2YG, UK.
e-mail: alex.hassett@canterbury.ac.uk.
Author σ: Camden and Islington NHS Foundation Trust.

© 2018 Global Journals

c) Risks of non-help seeking

Unmet mental health needs in adolescence predict chronic disorders in adulthood (The Mental Health Act Foundation, 2007) and are associated with poor quality of life, social-isolation, poor physical health, early death and suicide (O'Connor, Martin, Weeks, & Ong, 2014; Rickwood et al., 2005). For YP within the YJS, disengagement or discontinuity of forensic outpatient care has also been associated with reoffending and (re)conviction (Feitsma, 2010).

Non-attendance at CAMHS appointments has also been described as having an impact on the cost effectiveness of services by wasting time and resources that could have been utilised by clients more likely to take up or continue with interventions (Feitsma, 2010; Dalton, Mjor, & Sharkey, 1998).

d) Theoretical models of help seeking

Although not extensive, a number of theoretical models have been developed to explain patterns of mental health service use in YP. The models range in focus from factors relating to the young person (Biddle, Donovan, Sharp, & Gunnell, 2007), to more dynamic and social models of help seeking (Rickwood et al., 2005; Costello, Pescosolido, Angold,& Burns, 1998; Murray, 2005).

Rickwood et al. (2005) described a model in which a young person's help seeking process begins with the young person developing an awareness of their difficulties, then articulating it to others if there is an available source of help that the young person is willing to disclose to; a process whereby the "personal becomes increasingly interpersonal" (p.8).

Research exploring the experiences of YP within YOTs appear consistent with Rickwood et al.'s (2005) model. Walsh (2010) found that YP were most likely to seek support from people they had long lasting relationships with. Barriers to developing relationships with people included issues with confidentiality, stigma and not feeling understood. King et al. (2012) found that YP saw talking and help seeking as a beneficial coping strategy but were reluctant to talk about their feelings due to difficulties with trusting others.

Research with YP within the YJS more generally have found a number of other barriers that may impact on such a help seeking process including; previous trauma (Paton, Crouch,& Camic, 2008), negative experiences of services (Vaswani, 2011), stigma (Howerton et al., 2007) and low emotional competence (Rickwood et al., 2005).

e) Social models of help seeking

A growing body of theory and research is moving away from a focus on YP towards exploring the influence of systemic and organisational factors on their help seeking processes. Costello et al.'s (1998) Revised Network Episode Model (RNEM), emphasises the influence of family beliefs and attitudes on YP's help seeking and the role that an adults' recognition of problems has on whether help is received or not. Murray (2005) contributed to theoretical models by describing a process of 'problem legitimisation'; whereby adult help givers not only need to recognise, but need to legitimise distress as an issue for which the young person can seek help.

Recent research offers support to social theoretical models by demonstrating that factors associated with adults around a young person may actually have more influence on YP's help seeking than factors associated with YP themselves (Stiffman et al., 2001).

How and when other people influence YP within the YJS is not well understood (King et al., 2012). What is known is that many do not regularly attend school, have poor parental supervision and tend not to be registered with a GP (Campbell, 2013). Therefore, it is a requirement of youth offending professionals to have sufficient knowledge, training, and support to be able to support YP with mental health needs and their families (Youth Justice Board, 2008). They are expected to be sensitive to YP's barriers to accessing mental health services and to work to reduce negative perceptions of them (Abram, 2007). However, available research has shown that YOT workers can feel unsure about how to assess and support a young person with mental health problems (Lopez-Williams et al., 2006). Staff vary in the perception of their role and responsibility for making referrals as well as in their confidence in their own skills and abilities to support the process and manage organisational barriers (Knowles, Townsend,& Andersen, 2012).

II. Rationale and Research Questions

Despite an increase in emphasis on supporting the mental health needs of YP within the YJS, there continues to be high levels of unmet need and very little research conducted to explore what may be influencing their help seeking for mental health problems (Stallard, Thomason,& Churchyard, 2003; King et al., 2012). In particular, there appears to be a lack of research in YOTs, where young people are least likely to engage with services (King et al., 2012).

Research suggests that factors related to both the young person and key adults around YP influence YP's help seeking. Therefore, the present study aimed to explore the process of help seeking in YP within YOT's by exploring the experiences and perspectives of both YP and YOT workers, to develop a better understanding of the factors which facilitate or create barriers to YP seeking help for mental health difficulties.

This study aimed to develop a grounded theory of YOT workers barriers and facilitators to supporting YP to access mental health services. Sub-questions included:

© 2018 Global Journals

1. How do these factors influence the young person's help seeking process for mental health problems?
2. How do YOT workers overcome barriers to YP's help seeking?

III. Method

a) Design overview

A qualitative approach was chosen, to allow the depth exploration of participants' experiences. More specifically, a Grounded Theory methodology (Urquhart, 2013) was chosen as available data for the general youth population, indicates a process of help seeking over time. Grounded Theory is particularly useful for an analysis of process (Glaser, 1978) and it also allows for the exploration and development of theory in under researched and under theorised areas such as this one (Bistrang & Charmaz, as cited in Cooper, 2012).

Interviews were conducted using a semi-structured interview schedule. This method gave a focus to the interviews whilst allowing participants the freedom to describe their subjective experiences and beliefs in their own language (Cooper, 2012). This method, along with line by line analysis of the data, aimed to give a voice to those who use and work within youth offending services.

b) Epistemological stance

The researcher used a critical realist stance (Urquhart, 2013) to the data collection and analysis. Within this, the researcher was viewed as a social being who had influence on the data collection and analysis. This influence was perceived as data to be constantly compared with participant data, and interwoven as part of the analysis (Glaser, 2002).

c) Participants

Inclusion and exclusion criteria: The YP recruited into the project needed to be aged between 16 and 18 and have been referred to mental health services (whether they engaged or not). Exclusion criteria included; risk of physical or verbal aggression to the researcher, high risk of distress or harm to the young person and a diagnosis of moderate or severe learning disability or autism. YOT workers needed to have experience of referring a young person on their caseload to a mental health service. Both groups needed to be fluent in English.

Recruitment: Participants were recruited from two YOT's. One was within the London area and the other within a semi-rural part of Southern England.

YOT teams were approached through a project supervisor or through direct contact with YOT management. The project researcher attended YOT team meetings and made direct email contact to a number of YOT workers. Inclusion and exclusion criteria, leaflets and information sheets for both YP and professionals were distributed within a variety of YOT's.

Sample: Eleven participants were recruited in total. This included, two YP (one male, one female, both aged 17), one mental health worker (MHW) (male) and eight YOT workers (female). It was unclear how many YP were asked to participate by YOT workers. YOT workers described many YP as not wishing to participate. The main barrier expressed, alongside other reasons for not taking part, was a reluctance to discuss their experiences to a stranger. In addition, four YP who were put forward were deemed inappropriate as they were not formally assessed to have had a mental health problem or their risk of distress was too high.Service structures between YOT teams differed in the profession of their MHW; a forensic psychologist and a social worker.

d) Ethical considerations

The research study was approved by the University Ethics Committee and then by the National Research Ethics Service. Research and Development (R&D) approval was gained from two NHS Trusts and two social care departments. Ethical practice was also guided by the BPS Code of Ethics and Conduct (2009) and the Health Care Professionals Council Code of Ethics and Conduct (2008).

Given the vulnerability of the project population, the researcher considered the main ethical issues carefully. These included; risk management, capacity to and informed consent, confidentiality and data protection.

e) Procedure

A flexible interview schedule was devised in accordance with the research questions. The length of interviews varied between 15 minutes and 65 minutes in duration. The comfort of the participants was of primary importance to the researcher (Charmaz, 2006). To ease participants into the interview process, the first questions were closed and information seeking. In accordance with grounded theory (Charmaz, 2006), intermediate questions aimed to be open ended to allow for exploration of participant experiences and the avoidance of the imposition of researchers' preconceived ideas. Prompts and clarifying questions were also offered throughout as ideas and issues emerged which allowed the researcher to pursue various leads and gather full and rich data. Final questions steered away from personal experiences to allow the interview to end in a normal conversational level (Charmaz, 2006), which was deemed particularly important for the young participants.

All interview questions were shared with two project supervisors and amendments were made accordingly. Interview questions for YP were scrutinised by YP within the youth club and amended by simplifying words, shortening some sentences and clarifying acronyms, improving their acceptability and validity. +

© 2018 Global Journals

f) Data analysis

Grounded theory is an inductive method of data analysis and theory development which begins as soon as data has been collected (Urquhart, 2013) and continues using a process of "constant comparison" which involved an iteration between the gathering and analysis of data. The process of analysis and theory development followed the practice described by Urquhart (2013) which particularly emphasises the work of Glaser (1978, 1992).

1. Interviews were audio-recorded and transcribed verbatim. The original recordings were occasionally referred back to which allowed the implicit meanings of the words in context to be analysed which may have been missed when reading the plain text (Urquhart, 2013).
2. Line by line open coding was conducted for the first seven interviews after which focused coding was used to analyse larger segments of data (sentences and paragraphs) (Glaser, 1978). NVIVO 9 was used to support the coding and analysis of the data. In-vivo codes were used where possible to preserve participant's meanings and actions in the coding, increasing the "grounding" of the analysis in the data (Charmaz, 2006).
3. Selective coding; whereby focused codes that were relevant to the research question were organised into more conceptual categories and sub categories. The process of "constant comparison" was employed between data and codes and codes and codes to begin to theorise about the processes in the data (Bistrang & Charmaz, as cited in Cooper, 2012).
4. The interview schedule was reviewed at this point taking into consideration conceptual gaps and theoretical leads that were emerging in the data. Theoretical sampling also directed the recruitment of a mental health worker, which particularly allowed for the elaboration of the category "CAMHS facilitators".
5. Theoretical memo's (Glaser, 1978) were written throughout data gathering and analysis and constantly compared with other data to aid the process of theory development and explore how issues within the research may have influenced this process.
6. Theoretical coding. As patterns were developed, the relationships between categories were developed into theoretical codes. The researcher referred to memo's, coding families and semantic relationships (Glaser, 1978, 2005; Spradley, 1979) and developed initial integrative diagrams (Strauss, 1987) to develop the theory.

Theoretical sufficiency (Dey, 1999) guided the end of recruitment whereby no further codes or categories in line with the research question were suggested by the data.

g) Quality and validity

There are no agreed set criteria for the process and evaluation of qualitative research. However, flexible standards are available. The research used guidelines taken from Mays and Pope (2000) and Yardley (2000).

Reflexive processes: In keeping with a critical realist position, the researcher was aware that the collection and interpretation of evidence could not be conducted independently of the researcher (Urquhart, 2013). Therefore, the researcher engaged in a bracketing interview towards the beginning of the research process and kept a reflexive research diary. This process allowed for an honest examination of the influence of the researcher's own beliefs, actions, values, behaviour, motives and personal characteristics which could then be used within the analysis of the data (Ahern, 1999; Glaser, 2002).

Credibility checks: Sections of data were independently coded by one project supervisor and comparisons were discussed until they were agreed upon. The development of theoretical categories were also discussed with a project supervisor and with peers, until all parties were satisfied that the developing theory offered a "useful" model of help seeking that was "grounded" in the data, supporting its validity (Charmaz, 2006).

Independent audit trail: A clear account of the data collection and analysis was recorded and included; coded transcripts, memo's, data analysis from open coding to theoretical coding and quotes corresponding to each focused code to demonstrate the fit between participant experiences and the researcher's interpretation of them (Mays & Pope, 2000).

IV. Results

a) Overview of the model

In total, 79 focused codes were created. These formed 24 subcategories, which in turn generated six categories; "beliefs about CAMHS", "the relationship between the YOT worker and young person", "preparing YP for CAMHS", "YOT worker role and responsibility", "CAMHS barriers" and "CAMHS facilitators". The barriers and facilitators described by participants, influenced if, when and how YOT workers referred YP to mental health services, and whether or not YOT workers believed that this would result in a successful referral.

Figure 1 contains the categories and subcategories in a preliminary model. This model represents a process over time beginning from; YOT worker's initial assessment of need, to factors which influence where YOT workers direct YP for support, to a process whereby YOT workers utilise a range of strategies to prepare a YP for a referral to CAMHS, and finally to participants' experiences and perceptions of

© 2018 Global Journals

factors associated with CAMHS that may facilitate or create barriers to this process.

For a comprehensive description of how participants' data informed the analysis and the development of the model, the six categories and their sub categories are described in detail below along with quotations from the interviews. Not all relevant quotations could be included in the description but can be found, along with focused coding.

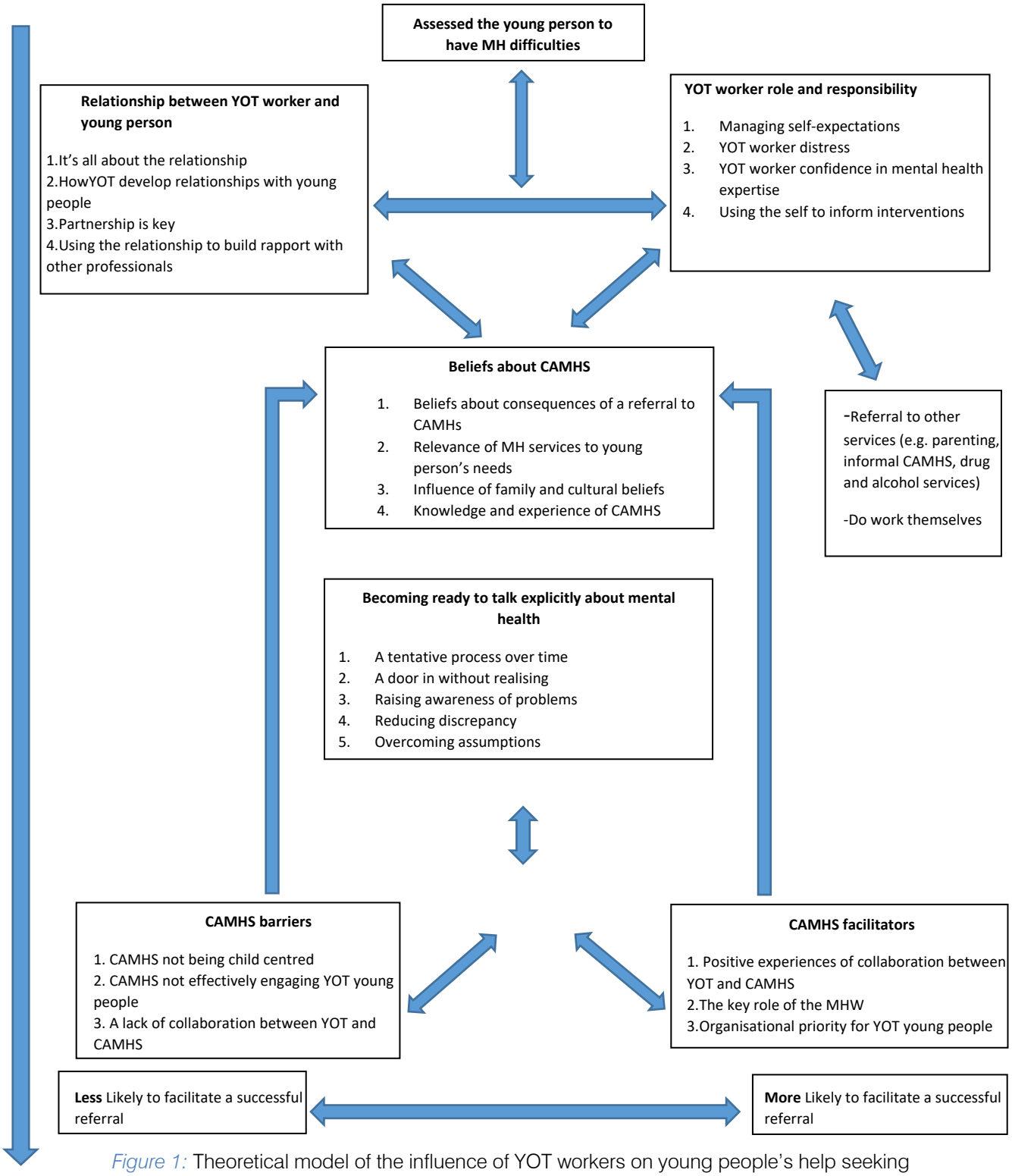


Figure 1: Theoretical model of the influence of YOT workers on young people's help seeking

© 2018 Global Journals

b) Beliefs about CAMHS

YOT workers held a range of beliefs about CAMHS. These beliefs interacted with their sense role and responsibility for the YP, as well their perception of the quality of their relationship. This influenced whether they supported a YP to accept a referral to CAMHS, did the work themselves, or they supported a referral to a non NHS mental health services.

Beliefs about the consequences of a referral to CAMHS: All participants felt that YP actively avoided being associated with mental health difficulties, labels or services for fear of being stigmatised;

> "He wouldn't engage, because he felt that by engaging he would just be dismissed as mental" (YW1).

Many YOT workers had concerns themselves about discussing and referring YP to CAMHS as they too feared negative consequences associated with stigma;

> "oh people, teachers, everyone else is calling them mad, saying you're mental, but actually having to go to CAMHS, would just, confirm that" (YW2)
>
> "that's when the labels come in and that's when the YP start behaving even more like that" (YW4)

Despite the fears and negative beliefs that appeared to be prevalent, all of the YOT workers described ways in which CAMHS could benefit YP;

> "The YP I work with who work with CAMHS have found it really useful. And have built quite good working relationships with people they work with. And I think it brings, a whole new awareness I guess of themselves" (YW7).

The more negative the beliefs about CAMHS, the less likely the YOT worker's were to encourage YP to accept a referral.

Relevance of mental health services to their needs: Many YOT workers felt that YP believed that mental health problems and service were for people with severe difficulties and were therefore unrelated to their needs;

> "I'm not lying, I'm not crazy, you know, I don't need so see a quack" (YW2).

One young person, who said he had been having psychological therapy for depression, did not associate mental health problems with his own difficulties;

> "Yeah, I'm, when it comes to mental health, I don't think I have very much to talk about on it, because, I am pretty sure I am sane" (YP 1).

If YP did not perceive services as relevant to them, they were less likely to accept a referral.

Influence of family and cultural beliefs about mental health services: All participants felt that the topic of mental health was "a bit of a taboo subject" (YW1). Many believed that because "mental is a negative word in society", and CAMHS has the word "mental" in it, that YP perceived CAMHS with the same negative stigma. In particular, engagement with mental health services was believed to be strongly influenced by the culture and beliefs of the YP's family;

> "It very much depends on the family background" (YW2).

In general, YOT workers felt that parents had a negative view of CAMHS and that;

> "You can't really make progress with the child if the parent is resistant or against it" (YW6)

However, positive experiences of parental support were discussed, including by the young person whose mother had encouraged him to attend therapy;

> "basically I think that was what lead to me going to therapy was, she (mother) found out about this project and then after I didn't get into that she decided, she talked to me about going to therapy" (YP1).

Knowledge and experience of CAMHS: Many YOT workers felt that many YP and families did not understand the purpose of CAMHS appointments and that they lacked enough knowledge needed to be able to clarify this for them;

> "That whole appointment, what it is for and what it is about. So they just see it as another appointment" (YW1).
>
> "we have conversations about what CAMHS is, and what they do and what might happen when you go there, but until they go, I think, yeah I think, it's quite difficult to" (YW1).

Without knowledge, YP and YOT workers were left to rely on assumptions based upon previous experiences or negative stigma which negatively influenced the likelihood that they would seek out a referral to CAMHS;

> "when you get a young person referred to a service, they are coming with that baggage with whatever their experience of services has been in the past" (YW 3)

Interestingly, one YOT worker had worked closely with CAMHS in the past whilst another had increased their knowledge of mental health services during a previous career. They held more positive views and fewer fears about referring a young person to CAMHS;

> "So I spent a good two years going to CAMHS meeting monthly as my YP would go two or three times a week…I learnt through CAMHS, a sort of a bit about what they did....I do believe that it can do nothing g to them but benefit" (YW7)
>
> "I come from a counselling background anyway, so it always fascinates me going to the CAMHS appointments" (YW6).

© 2018 Global Journals

c) *The relationship between YOT workers and young people*

"It's all about the relationship" (YW6): All participants described how the relationship between a young person and a professional was a key to facilitating the strategies by which YOT workers supported YP to overcome stigma and become ready to talk about mental health;

"I think once you have built that relationship, they are more likely to it…rather than you meet them for the first time and then say, you have got to do this, and you have to do that or I am referring you here" (YW3)

However, if the YOT worker perceived their relationship with the YP to be good *and* held negative beliefs about CAMHS, they were less likely to encourage a referral to CAMHS and more likely to do the mental health work themselves. If a working relationship had not developed, they appeared to refer on despite any negative beliefs.

Developing relationships with young people in YOTs: All YOT workers made reference to knowledge, skills and values that enabled YOT teams to effectively engage YP;

"Open and transparent, and "we really do want to help people, and if we can help we will. We haven't got a magic wand, but, you know, we're here. We're not here because we want to be mean and we don't like you, we're here because we want to help, and because we have a job to do. And if we can, we will". It's as simple as that really" (YW4)

"There is only a few people who actually care about their job and the work that they are doing it for and the majority of them are doing it for the money and the image. And young people notice that more than older people, no one thinks us young people do" (YP2).

"Fair, firm and realistic is my way of working" (YW2).

"Getting to know them, gets you comfortable". (YP1).

Partnership is key: Although YP were ordered by the court to work with YOT, all YOT workers and the MHW described how YP were more likely to engage in discussions about their mental health and a referral to mental health services, if they had been a part of the process of decision making;

"If you can bring them alongside, that is half the battle" (YW7)

"You can't do any of this work without them" (YW5).

"It's got to be their identified referral, not mine, really, that's how I see it" (MHW).

This need to "bring alongside" (YW6) and develop collaborative relationships, appeared to drive the type of strategies used to support a young person to become "ready" for a referral to CAMHS and was also related to how YOT workers perceived their role and responsibility for YP.

Using the relationship to build rapport with other professionals: All participants discussed the importance of introducing the young person to other professionals: The relationship between the YOT worker and the young person seemed to facilitate a faster engagement with the other worker. This seemed particularly important in overcoming any negative beliefs that a YP may have had about CAMHS;

"when they first come we will do a meeting with us all, like us, the young person and them…So it's like, they know us already, hopefully have a positive relationship and hopefully some of that will spill over to the other worker I guess" (YW3).

d) *YOT workers sense of role and responsibility*

Ways in which YOT workers perceived and managed their role, seemed to influence the likelihood of them seeking advice from or making a referral to CAMHS, doing the work themselves or referring to other services. This was also associated with their relationship with the young person and their beliefs about CAMHS;

Managing self –expectations: YOT workers varied in how responsible, either professionally or personally, they felt they were for YP's needs;

"They have had a lot of underlying ADHD, welfare, all the ingredients for offending – all the underlying stuff and we are expected to address it all" (YW2)

"I had to accept was that there was a limit to what I could do" (YW6)

If they felt that they were not expected or were unable to do the work themselves, they were more likely to refer onto specialist services;

"When you don't have time to do all of those things so then it's just about, signposting I guess to other agencies really" (YW3)

YOT worker distress: Some YOT workers expressed distress from working closely with YP with mental health problems and looked to the expertise of CAMHS to help them to manage their own needs.

"He'd tied a ligature around his neck… so just horrendous. So at that time I was like, I can't have any more like this" (YW6).

"Just more training, kind of how to look after ourselves…especially lately we have had a lot of more the complex ones coming through" (YW1).

YOT worker confidence in mental health expertise: Many YOT workers wanted further mental health training to enable them to assess and intervene more effectively. Those with less confidence in their skills were more likely to refer onto specialist services;

"Staff, we have had basic mental health training, but it is always good to have professional training for

© 2018 Global Journals

that, just to keep up to date…cos then if you know what you are talking about, then a bit more" (YW4).
"Is important that they get the most appropriate support that we can find and that they will engage in. Than us trying to do something and maybe not doing it 100%" (YW3).

Whereas others felt that the relationship they had with YP meant that they knew what YP needed and were best placed to offer interventions;

"Especially with people that we have known for a long time…they don't have to explain all of that to you, so sometimes you are probably, one of the better people to talk about that with" (YW3).

For many YOT worker's, if they were distressed or lacked confidence in their abilities, even if the relationship between them and the YP was good, they were still likely to refer onto CAMHS. However, if they held negative beliefs about CAMHS, then they were more likely to refer onto other non NHS mental health services.

Using the self to inform need for interventions: As well as using their relationship with a young person, a number of YOT workers described using empathy with YP to inform the most appropriate way to work with them, which at times, appeared to include avoiding a referral to mental health services;

"I just think you have got an experienced bunch of social workers who know things when things aren't right" (MHW)
"Because if someone's got my information, I like to know what they're going to do with it. Why should anyone be any different to me?" (YW4)

e) Becoming ready to accept a referral

YOT workers all described a process whereby young people became "ready" to talk about mental health difficulties and to accept a referral to mental health services. YOT workers used a range of strategies to facilitate this process, which were commonly described as "stepping stones" (YW2) or "steps we can take to get them to engagement" (YW1). The strategies used appeared to be influenced by beliefs held about CAMHS, YOT workers sense of their role and responsibility for YP and the strength of the relationship between YOT workers and YP as described below;

A tentative, gradual process over time: All participants described how YP needed to learn to talk about mental health problems before they were ready to accept a referral to mental health services;

"It takes time, it's not just something you will say and they will say, oh yeah alright then" (YW4).
"Once you learn to be able to talk to people, it is a lot easier to talk to them about it, it's a bit like training" (YP1).

YOT workers described needing to sensitively time discussions about mental health or a referral to services with YP;

"So if you just drop it in the conversation or drop it in to when they come to our meetings…so just lightly mention it every couple of weeks until, and you can do it more frequently, until they are ready to have a full conversation on it". (YW4)
"You have to pick your moments…You don't offer it to them until you feel they are going to say yes" (YW7).

If a trusting working relationship had developed, this process was made easier and the process moved more quickly.

"A door in without realising" (YW1): If YOT workers assessed YP as not being ready to explicitly discuss their difficulties as mental health problems, then they would conduct mental health assessments and interventions without letting the YP know and more likely to refer to non NHS mental health services which some felt would support YP to eventually accept a referral to CAMHS;

"You are just doing it as part of your job, it's just YP then, they don't see it as mental health, it's just part of their normal YOT appointments and they feel comfortable with that and they are ok with that, you are doing it bit by bit…without them realising" (YW2)
"Discretely doing it, it's kinda a bit more easier" (YW4)
"we also use like another agency that is not CAMHS, it does more informal CAMHS type work…so sometimes what we do is refer to them, get them talking a little bit and then, then they may be willing to, so it's sort of a stepping stone" (YW3).

Raising awareness of their difficulties: YOT workers talked about needing to support YP to become aware of having problems. To be able to do this, it was necessary at times for YOT workers to explore their difficulties without relating them to mental health;

"So you can kind of see things, from your perspective but you are helping them to begin to see it" (YW5)
"And its them recognising their behaviours before you can even kind of say well what is it, is it mental health, is it emotional, is it, what can be done to help". (YW6).

Reducing discrepancy: If a YOT worker held beliefs that CAMHS could effectively support a YP with their particular needs, then they spent time supporting the young person to see how CAMHS could be relevant and beneficial to them. YOT worker's described this as a key facilitative strategy which enabled YP to accept a referral to CAMHS;

"It depends what they want...being able to see his problems and how CAMHS can help him" (YW5)

© 2018 Global Journals

"Say they burgled, I would say, I wouldn't have burgled someone, it wouldn't have even occurred to me, why did you think that, and of course it invites that openness and then they reflect, yeah well you didn't have a shit mum or whatever. Oh well what do you mean by that, and they almost answer their own question, and through that work, you then identify their need perhaps for a CAMHS referral because you can see it would be of benefit" (YW7)

"So I think a lot of them would benefit from it, but it's about encouraging them to know that they'll benefit" (YW8).

Working with negative assumptions: Throughout this whole process, YOT workers described how they were "trying to pull them out of the stigma of mental health" (YW6). Normalising, avoiding stigmatising language and explaining terminology, were key methods that supported the various strategies;

"Just saying mental health is a massive barrier. I think exploring that with them first. And that this is something that everyone might have an issue, that everyone has at different points in their life have different emotions and your mental health will go up and down. So normalising a bit" (YW3).

"Labels...being statemented. I have to explain what that really means…'oh I am stupid' and it is not like that at all, but it's getting the support she needs" (YW6)

Again, if YOT workers held stigmatised views of mental health, wanted to avoid the possibility of reinforcing a YP's stigmatised views of themselves, or had not developed a working relationship, then they were more likely to avoid discussing mental health and more likely to refer to non-mental health services, like drug and alcohol services.

Most felt that increasing awareness of mental health in society would be key to facilitating YP's access to mental health services in the future;

"increasing their awareness of it, cos if they understand it then, the more easier for us, cos when they come to us, they haven't got a clue what it is, you know, it's what they assume, it's their assumptions" (YW1).

f) CAMHS not engaging

All YOT workers described beliefs and experiences of barriers that they faced at the point in which they referred a young person to CAMHS. These were barriers associated with CAMHS, rather than the YP themselves;

CAMHS not being child centred: Five YOT workers described ways in which they believed CAMH's approach and protocols did not take YP's needs and perceptions into consideration;

"If you asked YP to come up with a title for CAMHS, they wouldn't come up with that, definitely not" (YW1)

"It's that the approach has been very clinical and it's not been very young person centred and it's so clinical, it's out of a text book, to the point that the young person is struggling" (YW6).

"And CAMHS because they are so busy and high in demand, that they will offer one appointment and if the young person does not turn up then they are taken off the list" (YW5).

These barriers impacted on YOT workers efforts to support YP to 'become ready to talk about mental health' and eventually accept a referral to CAMHS.

CAMHS do not effectively engage YOT young people: Most YOT workers described ways in which CAMHS did not take into consideration the specific needs of YP within YOTs. This risked disengagement which YOT workers associated with negative consequences;

"it is just the way that they're approached and worked with, um, fortunately, it is quite a generic system so you apply and they work in a way that is one size fits all, whereas, our YP have different needs and different ways of communicating, and I don't feel that...not tailor made for them" (YW6).

"Some are being assessed by CAMHS but it is taking too long, so they have ended up in A&E for self-harm and stuff like that" (MHW).

Many YOT workers felt that CAMHS were not fulfilling their responsibilities to YP;

"So I know they haven't got time to keep sending out loads of appointments…But maybe there should be more efforts made to build a relationship or pursue a relationship with the young person" (YW8).

It appeared that YOT workers had worked hard to support YP to get to a stage where they were ready to accept a referral to CAMHS and were therefore frustrated with what they perceived as CAMHS not fulfilling their responsibility to YP within YOTs. This reinforced negative beliefs about CAMHS which, depending on the YOT workers perception of their role and their relationship with the young person, increased the likelihood that they would refer to other services or do the work themselves.

A lack of collaboration between YOT and CAMHS: YOT workers felt that YP perceived CAMHS as being both physically and clinically separate from YOT;

"I think that's what it is, they see it like that's the ivory tower and everyone's, we have to go there, they never come to us" (YW4)

"You know, different venue, different setting. Different kind of stuff" (YW1).

YOT workers also perceived CAMHS as separate from them;

© 2018 Global Journals

"I mean I think it seems to be *up there* somewhere, doesn't it?" (YW2)

YOT workers described having to "put a bit of pressure on to get in their quicker" (YWX) when making a referral to CAMHS. The MHW felt it was his "job to try and push it up" (MHW). Descriptions like these gave an impression of having to fight a resistance from CAMHS instead of experiencing collaboration and clear pathways between services.

g) Facilitators to a successful referral into CAMHS

Positive experiences of collaboration: Although most YOT workers described a lack of collaboration between services, the development of close working relationships between YOT and CAMHS workers appeared particularly effective at facilitating referrals;

"I used to go on training courses with the organisations, then I could make referrals quite quickly afterwards, because they were already susceptive to the role I am in" (YW7).

Those with experience of collaborative working experiences were positive about the impact this had on YP;

"I've learnt a lot through the assessments of the young person, what the psychiatrist has been doing with them, what the worker's going to do with them, and then if we can all work together with the young person, that's got to be better for them than all working in different ways" (YW6).

"CAMHS were fantastic, because we just liaised with them…so it was upsetting, but the support in the team was really good" (YW7)

The key role of the MHW: The MHW within the YOT teams were viewed as having a key role in facilitating collaboration between services and providing effective mental health interventions and support to the YOT. Being based within the YOT service and getting to know the worker was seen key to their success;

"And they (MHW) obviously know more about what they (CAMHS) can do and things, as we don't know so much, I mean I do know a bit, but when you have to ring somebody or you are trying to get hold of someone its difficult." (YW8)

"They don't associate MHW with CAMHS, it's completely different…they would see them as part of YOT, even though they know what they do, but they would see them under the YOT umbrella, rather than the CAMHS umbrella" (YW7)

"I think they just see (name), inside of them, that they are just another person, you know" (YW4).

However, YOT workers and the MHW felt that having one health worker in the team was not enough;

"CAMHS sits on its own and so do social services sits on its own, YOT sits on its own. Alright I link in with CAMHS, but it is just me" (MHW)

Priority for YOT young people: In both services, YOT workers described having priority access to CAMHS for YP. Both described using the MHW to facilitate this process and support YP in the interim;

"so they don't have to go through the GP, the normal route, and wait 6 to 8 weeks, we can do it quite quicker" (YW2)

"if there is likely to be CAMHS involvement, the MHW will quite often come and meet the young person. So that, it almost acts as an interim, so that it happens quicker" (YW3).

Faster access into CAMHS appeared to improve YOT workers beliefs and the likelihood of referring YP to CAMHS in the future.

V. Discussion

This study offers a preliminary model of the barriers and facilitators that YOT workers experience which appear to influence YP's help seeking from specialist mental health services. Below is an outline of the theory and a discussion of the model and what appear to be the key relationships between factors. This will be followed by a discussion about how these relate to and extend current help seeking theory and empirical research and clinical implications.

a) Outline

The findings demonstrate that a number of factors appear to influence YP's help seeking from mental health services such as CAMHS. It appeared that if YOT workers had confidence in their mental health skills or held more negative beliefs or fears about CAMHS, then they would be more likely to do the work themselves or refer to other services. Those who had less confidence, or more positive beliefs, or perceived there to be fewer barriers, would be more likely to refer to CAMHS.

All YOT workers described how YP needed to become ready for a referral to CAMHS and that the development of their relationship with YP allowed them to successfully support this process. However, for many of the participants, CAMHS was experienced as imposing barriers to this process which reinforced negative beliefs about them. Closer working relationships between YOT workers, YP, CAMHS and mental health workers appeared to overcome these types of barriers and were associated with more positive beliefs about CAMHS.

b) Links to previous theory and research

The findings indicate that YOT workers play a key role in the process of help seeking for mental health problems experienced by YP within their services, providing empirical support to social theoretical models of young person's help seeking more generally (e.g. Costello et al., 1998; Rickwood et al., 2005) and offering

© 2018 Global Journals

an insight into the particular factors which may influence YP within the YOT services specifically.

Becoming "ready": It was interesting to note how the strategies YOT workers used to support YP to become ready for a referral to CAMHS ranged along a spectrum from implicit to more explicit mental health assessment and interventions. These findings appear to demonstrate ways in which YOT workers were responding and attempting to overcome the hypothesised "cycle of avoidance" that YP experience (Biddle et al., 2007); whereby they are reluctant to assess their experiences as "real" or "normal" and need support to move towards "realisation".

Some of the strategies used were similar to those described within other help seeking models such as "problem recognition" (Costello et al., 1998) and "problem legitimisation" (Murray, 2005). This process was experienced as challenging for both YP and YOT workers. Many of the workers described a lack of acknowledgement, training or support in this role and there were mixed views as to whether it was their role at all.

Influence of beliefs: Many YOT workers described using empathy to inform them when to conduct certain interventions which were based upon how they believed they would feel in a similar situation. Generally, this was perceived as a positive and sensitive way to support YP. However, if the YOT worker held fears or stigmatised views of mental health or CAMHS, then mental health interventions or a referral to CAMHS were vulnerable to delay or avoidance through referrals to other services. These findings support research and theory which highlight how the beliefs, preferences and fears of adults around YP can influence YP's process of help seeking (Costello et al., 1998; Flink et al., 2013). Importantly, research has also demonstrated that adults around YP often make inaccurate assumptions about YP's barriers to help seeking (Gilchrist & Sullivan, 2006), which indicates that a reliance on the use of empathy could be ineffective.

However, the findings also indicate that for some YOT workers, their preference for referring to informal services was actually a strategy for preparing YP for a referral to CAMHS rather than a way to avoid it. These differences highlight the importance of using qualitative methods to explore the beliefs behind particular actions, as the same action may influence a different help seeking outcome.

Building relationships: Research has shown that young people within the YJS are often untrusting and wary of adults around them due to negative experiences of relationships in their past leading to the development of insecure attachment styles (Walsh et al., 2010; Paton et al., 2008). YOT workers appeared to use a number of techniques to gradually build trusting and collaborative relationships with YP within their services. Harder, Knorth, and Kalverboer (2013) found that the use of similar techniques by care workers with young offenders in a secure facility allowed them to become a secure attachment base which promoted the YP's healthy development. In the presence of a secure base, an individual feels safe enough to express distress and explore the world, including building relationships with others (Holmes, 2014). It is likely that insecure attachment styles and consequent difficulties with trust, as well as on-going difficult life experiences of YP within YOTs, could go some way to explain why engaging with CAMHS is difficult, and also why the recruitment to the study was so challenging.

c) Clinical implications

The key findings from this study suggest implications for improving the working relationships between YOT teams and CAMHS, taking into consideration the specific needs of YP within YOTs. Mental health workers were highly valued as members of YOT teams. Building upon this role may be a useful way forward. In addition, it may be helpful for CAMHS to provide more training, support and advice to YOT workers about mental health and mental health services. Formal training would be one way to provide this. Improved collaboration between YOT and CAMHS may be another useful way. On the basis of the current findings, joint care planning/working whilst YOT workers are preparing a young person for CAMHS, may; provide YOT workers more reassurance in their role; allow for more reflection on the strategies used; improve clarity and accuracy of information provided to YP, and provide more streamlined and timely access to mental health services which may improve engagement. Joint working during this process may also improve YOT workers' sense that their efforts are being acknowledged, improving working relationships between them and CAMHS.

d) Research limitations

Although Grounded Theory does not aim to generalise to wider populations or contexts, it is worth noting that the sample of YOT workers were self-selected which may represent an interest in improving practices. It would have been informative to include YOT workers who may hold different views about how the current systems are working and of the mental health needs of YP in their care.

In addition, whilst recruiting YP into the project, it appeared that researcher experienced the very same barriers that YOT workers experience when engaging YP into mental health services. As a consequence, after much effort, only two YP were recruited and both had already accepted referrals to CAMHS. Recruitment of more YP into the study who had and had not engaged with CAMHS, may have provided a useful insight and comparison of experiences and beliefs about their help seeking processes and YOT workers' role within this.

© 2018 Global Journals

Given the time pressures within the project, it was not possible for participants to feedback on the results of the project which would have increased the validity of the findings.

e) Future research

More research is needed to fully investigate which factors influence young people within YOTs, and the youth justice system more generally, seeking help for mental health problems. Creative ways to engage this population are needed; perhaps through the building of relationships with them. Methods such as focus groups may be a useful way to capture a wider range of professional views and experiences. Incorporating CAMHS professionals into future research would allow for a broader conceptualisation of YP's help seeking process from their initial contact with YOTs, to their engagement with CAMHS.

It may also be useful to utilise quantitative designs in future, to identify the strength and direction of the influence of particular factors. Results from such investigations may inform the focus of any specific interventions aiming to improve the engagement of YP from YOTs accessing appropriate mental health support. Future qualitative research should also endeavour to approach participants for their feedback on findings to improve the validity of developing theories and the acceptability and appropriateness of any suggested clinical implications.

VI. Conclusion

The help seeking process for mental health difficulties of YP who attend YOT's appears to be greatly influenced by YOT workers who take on the role of preparing a young person to become ready for a referral to mental health services. YOT workers would value closer working relationships with mental health services to support them during this process which may increase the likelihood of the young person's engagement. Considering the high level of unmet needs within this population, there is a need to continue to develop a better understanding of what and who influence their process of help seeking. Future research should attempt to include more YP and incorporate the views and experiences of CAMHS professionals.

References Références Referencias

1. Abram, K. M., Paskar, L. D., Washburn, J. J., & Teplin, L. (2008). Perceived barriers to mental health services among youths in detention. *Journal of Academic Child Adolescent Psychiatry, 47*, 301-308
2. Ahern, K. J. (1999). Ten tips for reflexive bracketing. *Qualitative Health Research, 9,*407-411doi: 10.1177/104973239900900309
3. Barker, G. (2007). *Adolescents, social support and help seeking behaviour: An international literature review and programme consultation with recommendations for action*. Geneva, Switzerland: World Health Organization. Retrieved from http://whqlibdoc.who.int/publications/2007/9789241595711_eng.pdf
4. Biddle, L., Donovan, J., Sharp, D., & Gunnell, D. (2007). Explaining non-help-seeking amongst young adults with mental distress: a dynamic interpretive model of illness behaviour. *Sociology of Health & Illness, 29*, 983-1002 doi: 10.1111/j.1467-9566.2007.01030.x
5. British Psychological Society (2009). *Code of Ethics and Conduct*. Leicester: British Psychological Society
6. Campbell, S. (2013). *Same old…the experiences of young offenders with mental health needs*. Young Minds. London. Retrieved from: http://www.youngminds.org.uk/assets/0000/9472/Barrow_Cadbury_Report.pdf
7. Charmaz, K. (2006). *Constructing Grounded Theory: A Practical Guide Through Qualitative Analysis*. Thousand Oaks, CA: Sage.
8. Cooper, H. (2013). APA Handbook of Research Methods in Psychology: Volume 2. Washington: Magination Press
9. Costello, E. J., Pescosolido, B. A., Angold, A., & Burns, B. J. (1998). A family network-based model of access to child mental health services. *Research in Community Mental Health, 5,* 165-190
10. Dalton, R., Major, S., & Sharkey, M. (1998). Non-attenders and attrition from a forensic psychology outpatient service. *International Journal of Offender Theory and Comparative Criminology, 42,* 114-180
11. Dey, I. (1999). *Grounding grounded theory*. San Diego: Academic Press.
12. Feitsma, W. N., Popping, R., & Jansen, D. E. (2010). No-show at a forensic psychiatric outpatient clinic: risk factors and reasons. *International Journal of Offender Therapy and Comparative Criminology, 56*, 1, 96-112. doi: 10.1177/0306624X10389435
13. Flink, I. J. E., Bierens, T. M. J., Butte, D., & Raat, H. (2013). The role of maternal perceptions of ethnic background in the mental health help-seeking pathway of adolescent girls. *Journal of Immigrant Minority Health, 15*, 292-299doi 10.1007/510903-012-9621-7
14. Gilchrist, H., & Sullivan, G. (2006). Barriers to help-seeking in young people: community beliefs about youth suicide. *Australian Social Work, 59*, 73-85
15. Glaser, B. G. (1978). *Theoretical Sensitivity: Advances in the methodology of grounded theory*. Mill Valley, CA: The Sociology press
16. Glaser, B. G. (1992). *Basics of Grounded Theory analysis: Emergence vs forcing*. Mill Valley, CA: The Sociology Press
17. Glaser, B. G. (2002). *Constructivist Grounded Theory?* Qualitative Social Research, 3, 3

© 2018 Global Journals

18. Glaser (2005). *The Grounded Theory perspective III: Theoretical coding*. Mill Valley, CA: The Sociology press
19. Gulliver, A., Griffiths, K. M., & Christensen, H. (2010). Perceived barriers and facilitators to mental health help-seeking in young people: a systematic review. *BMC Psychiatry, 10*, 1-9.
20. Harder, A. T., Knorth, E. J., & Kalverboer, E. (2013). A secure base? The adolescent-staff relationship in secure residential youth care. *Child and Family Social Work, 18,* 305-317 doi: 10.1111/j.1365-2206.2012.00846.x
21. Health and Care Professions Council. (2012). Standards of Proficiency for Practitioner Psychologists. London. http://www.hpc-k.org/ assets/documents/10002963sop_practitioner_psychologists.pdf
22. Holmes, J. (2014). *John Bowlby and Attachment Theory: Makers of Modern Psychotherapy.* Routledge: New York
23. Howerton, A., Byng, R., Campbell, J., Hess, D., Owens, C., & Aitken, P. (2007). Understanding help seeking behaviour among male offenders: qualitative interview study. *British Medical Journal – online first.* doi: http://dx.doi.org/10.1136/bmj.39059.594444
24. King, E., Brown, D., Petch, V., & Wright, A. (2012). Perceptions of support-seeking in young people attending a Youth Offending Team: An interpretative phenomenological analysis. *Clinical Child Psychology and Psychiatry, 19*, 7-22
25. Knowles, S. E., Townsend, E., & Anderson, M. P. (2012). Youth justice staff attitudes towards screening for self-harm. *Health and Social Care in the Community, 20*, 506-515
26. Long, A. F., Godfrey, M., Randall, T., Brettle, A. J., & Grant, M. J. (2002). *Developing Evidence Based Social Care Policy and Practice. Part 3: Feasibility of Undertaking Systematic Reviews in Social Care*. Leeds: Nuffield Institute for Health.
27. Lopez-Williams, A., Stoep, A. V., Kuo, E., & Stewart, D. G. (2006). Predictors of mental health service enrollment among juvenile offenders. *Youth Violence and Juvenile Justice,* 4, 266
28. Mays, N., & Pope, C. (2000). Qualitative research in health care: Assessing quality in qualitative research. *British Medical Journal, 320*, 50-52
29. Murray, C. (2005). Young people's help-seeking: an alternative model. *Childhood, 12*, 479-494. doi:10.1177/0907568205058607
30. NACRO. (2007). Effective mental healthcare for offenders: the need for a fresh approach. *Mental Health and Crime Policy Briefing*. Retrieved fromhttp://www.nacro.org.uk/publications/publications-archive.html
31. Naylor, C., Lincoln, J., Goddard, N. (2008). Young people at risk of offending: their views on a specialist mental health service in south east London. *Clinical Child Psychology and Psychiatry, 13*, 277-286
32. O'Connor, P. J., Martin, B., Weeks, B. C., & Ong, L. (2014). Factors that influence young people's mental health help-seeking behaviour: a study based on the Health Belief Model. *Journal of Advanced Nursing, 70,* 2577-2587. doi: 10.1111/jan.12423
33. Paton, J., Crouch, W., & Camic, P. (2009). Young offenders' experiences of traumatic life events: A qualitative investigation. *Clinical Child Psychiatry, 14, 43.* doi: 10.1177/1359104508100135
34. Rickwood, D., Deane, F. P., Wilson, C. J., & Ciarrochi, J. (2005). Young people's help-seeking for mental health problems. *Australian e-Journal for the Advancement of Mental Health, 4,* 1-27
35. Sayal, K., & Taylor, E. (2004). Detection of child mental health disorders by general practitioners. *British Journal of General Practice, 54*, 348-352
36. Schulz, K. F., Altman, D. G., & Moher, D. The CONSORT Group. (2010). CONSORT 2010 statement: Updated guidelines for reporting parallel group randomised trials. *BMC Medicine, 8,* 18–26. doi: 10.1186/1741-7015-8-18
37. Spradley, J. (1987). *The ethnographic interview*. Fort Worth, TX: Harcourt Brace Jovanovich.
38. Stallard, P., Thomason, J., & Churchyard, S. (2003). The mental health of young people attending a Youth Offending Team: a descriptive study. *Journal of Adolescence,* 26, 33-43
39. Stiffman, A. R., Striley, C., Horvath, V. E., Hadley-Ives, E., Polgar, M., Elze, D., & Pescarino, R. (2001). Organizational context and provider perception as determinants of mental health service use. *Journal of Behavioural Health Service Research, 28*, 188-204
40. The CAMHS Review. (2008). *Children and young people in mind: The final report of the national CAMHS review.* Retrieved from http://www. dcsf. gov.uk/CAMHS review/downloads/CAMHSReview-Bookmark.pdf
41. The Mental Health Foundation. (2007).The Fundamental Facts. Retrieved from http://www. mentalhealth.org.uk/publications/fundamental-facts/
42. Urquhart, C. (2013). *Grounded Theory for qualitative research: A practical guide.* Sage Publications: London
43. Vaswani, N. (2011). *Encouraging help seeking behaviours in vulnerable young men: A review of the literature.* Focus, Evidence for Youth Justice Practice. http://strathprints.strath.ac.uk/50756/1/Vaswani_CYCJ2014_help_seeking_behaviours_among_vulnerable_young_men.pdf
44. Walsh, J., Scaife, V., Notley, C., Dodsworth, J., & Schofield, G. (2010). Perception of need and barriers to access: the mental health needs of

© 2018 Global Journals

young people attending a Youth Offending Team in the UK. *Health and Social Care Community, 19*, 420-429. doi: 10.1111/j.1365-2524.2011.00991.x

45. Wahlin, T., & Deane, F. (2012). Discrepancies between parents and adolescent perceived problem severity and influences on help seeking from mental health services. *Australian and New Zealand Journal of Psychiatry, 46*, 553 - 560
46. Yardley, L. (2000). "Dilemmas in qualitative health research." *Psychology and Health, 15,* 215-228.
47. Youth Justice Board, (2008). *Key Elements of Effective Practice: Keep Engaging Young People Who Offend*. London. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/355760/KEEP_EYP.pdf

© 2018 Global Journals

Global Journal of human-social science: H Interdisciplinary
Volume 18 Issue 2 Version 1.0 Year 2018
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460X & Print ISSN: 0975-587X

Unidentified Flying Objects: Implications on Global Peace and Security

By Hilary Nare & Norman Pinduka
University of Zimbabwe

Abstract- Innumerable intricate perilous conundrums have swamped various states across the world threatening international peace and security in the 21st Century. These threats range from arms proliferation, both small and Weapons of Mass Destruction to terrorism striving in North Africa and the Middle East and intra-state group fights and cyber threats among others. The problems are and have been a menace to the peaceful existence of states and the securitization of individuals in the entire international milieu. Most authors have written extensively from various windows on these problems which have been facing humanity and states have joined hands in countless multilateral efforts to combat some of these problems. Conversely, the issue of Unidentified Flying Objects has been snubbed in the international peace and security discourse, in spite of the conceivable threats that these objects pose or may pose to humanity. The subject of Unidentified Flying Objects has been contentious, principally the existence of these unearth like objects despite evidence from various countries that reveal incidences of the manifestation of these unidentifiable humanoids. In this way, this research seeks to add to the distant voices that have warned states of another threat that could be more extreme than most of the socio-politico, economic and even environmental challenges that have engulfed nation-stations since the times of yore.

Keywords: *unidentified flying objects (UFO), extra terrestrial, global peace and security.*

GJHSS-H Classification: *FOR Code: 200206*



Strictly as per the compliance and regulations of:



© 2018. Hilary Nare & Norman Pinduka. This is a research/review paper, distributed under the terms of the Creative Commons Attribution-Noncommercial 3.0 Unported License http://creativecommons.org/licenses/by-nc/3.0/), permitting all non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

Unidentified Flying Objects: Implications on Global Peace and Security

Hilary Nare [α] & Norman Pinduka [σ]

Abstract- Innumerable intricate perilous conundrums have swamped various states across the world threatening international peace and security in the 21st Century. These threats range from arms proliferation, both small and Weapons of Mass Destruction to terrorism striving in North Africa and the Middle East and intra-state group fights and cyber threats among others. The problems are and have been a menace to the peaceful existence of states and the securitization of individuals in the entire international milieu. Most authors have written extensively from various windows on these problems which have been facing humanity and states have joined hands in countless multilateral efforts to combat some of these problems. Conversely, the issue of Unidentified Flying Objects has been snubbed in the international peace and security discourse, in spite of the conceivable threats that these objects pose or may pose to humanity. The subject of Unidentified Flying Objects has been contentious, principally the existence of these unearth like objects despite evidence from various countries that reveal incidences of the manifestation of these unidentifiable humanoids. In this way, this research seeks to add to the distant voices that have warned states of another threat that could be more extreme than most of the socio-politico, economic and even environmental challenges that have engulfed nation-stations since the times of yore. The central argument in the paper is that the continued presence of unidentified flying objects whether as projects of the major powers in the world or as aliens from other planets present a problem which states should be prepared to decisively deal with in times of need. For years unidentified flying objects have been seen around the world but their intention, source and what they actually are has not been determined and this is a foundation for concern apropos global peace and security. The paper also focuses on providing possible remedies to prevent the foreseeable conundrums of unidentified flying objects to the peace and security of states and individuals internationally.

Keywords: unidentified flying objects (UFO), extra terrestrial, global peace and security.

I. Introduction

The existence of Unidentified Flying Objects (UFOs) has largely remained contentious and one of the most controversial topics in modern day world. A UFO is "…a suspected alien spacecraft, although its definition encompasses any unexplained aerial phenomenon."[1] The existence and encounters of UFO reports have grown tremendously and have remained cabbalistic with spacecraft foreign to human technology being identified across the globe. Innumerable reports have been made across the globe in countries such as the United States of America, Russia, China and Zimbabwe just to mention but a few in which these have been seen flying around. The UFO incident has been reported the world over. "The phenomenon of, an unidentified flying object (UFO) is the stimulus for a report made by one or more individuals of something seen in the sky (or an object thought to be capable of flight but seen when landed on the earth) which the observer could not identify as having an ordinary natural originally, which seem to him puzzling that he undertook to make a report to the police, government officials or perhaps private organizations that are devoted to the study of such object".[2] This definition of UFO bequeaths the discretion to the person observing the object to discern whether the object is a UFO or not which can lead to erroneous interpretations or wrong identification of flying things into UFOs (things not of this world) which might not be real. Despite the above criticism, there seem to be common features that attributable to the UFOs under which encounters can be classified as UFOs. Such benchmarks have become standardized and regarded as unearthly and therefore of another world, as characteristics of the technology exhibited is way ahead of human technology.

Even though, the existence of UFO is based on an individual interpretation that can be subject to bias and misinterpretation, its inference is normally based on flying objects, "…unnatural, often sudden motions the lack of sound, change in brightness or color, strange shape."[3] Such a definition points to the fact that the presence of UFOs are a phenomenon that presents the earth with objects that are unknown in terms of their source, what really they are and the reason why they are on the earth. The unearthly characteristic of UFOs is a basis for apprehension as retired Russian submarine commander Rear Admiral Yury Beketov, in pointed 2009

Author α: PhD Student at Rhodes University. He Graduated from the University of Zimbabwe with a BSc Honours in Political Science Degree and Later Graduated with a Master of Science in International Relations. e-mail: hilarynare@gmail.com

Author σ: PhD Candidate at the University of Cape Town and I Hold a Master of Science in International Relations Degree (2015); and a Bachelor Honours in Political Science Degree (2012), both from the University of Zimbabwe.

[1] History of UFO.2018.*History of UFOs - Facts & Summary - History. com.* [Available online]. www.history.com/topics/history-of-ufos. Accessed 10/ 01/2018.

[2] Condon report defines.

[3] The History of UFOs. Ibid. (2018).

© 2018 Global Journals

that, "On several occasions, the instruments gave reading of material objects moving at incredible speed…about 230 knots of 400 kph speed, so challenging even on the surface, it was like the object defied the laws of physics."[1] The issue of speed is an incredible aspect of UFOs as some report that they vanish and appear at another point in an unbelievably short moment while others describe the acceleration as tremendous beyond human technology. For instance in Zimbabwe,"…the Arial primary school incident where about 62 school children claimed to have seen UFOs and humanoids; described them as, …round, silver, and saucer-shaped with lit portals around the perimeter, the objects seemed to move extra ordinarily fast disappearing in the blink of an eye and re-appearing in other place in the sky a moment later"[2]. Although criticism has been labeled against the way the kids were interviewed, and data was gathered about the Ariel encounter, scholars such as Walia (2015) still holds that from the way the kids stated it there is no doubt that these kids were not lying. Moreso, Randall Nickerson an American filmmaker (movie maker) visited Southern Africa to follow up on the issue and tracking the school children that encountered the UFOs although they are now adults and scattered around the world, they still make the same statements which remove suspicion of manipulation of information that happened back in 1994.[3] Hence, the descriptions made by Ariel primary school children matches the description of UFO encounters elsewhere, which implies that they are certain characteristics that are typical of UFO, which can help determine what can be classified as a UFO encounter.

Besides reports of UFO from individuals; human technology such as radars have also detected movements of objects moving like planes but which have proven not to be planes due to their intrinsic nature described above. Visual and radar observations involve observations made at two or more channels "of the electromagnetic spectrum and the radar observation provides measurements of possible height…"[4] .Though not a lot has been recorded on visual radars, evidence from these, have also complemented human reports to prove that humans do not existing alone as they maybe guests on the earth. The guests, whether from another planet or faux (man-made) are technologically advanced more than humans yet their intentions are not clear. The existence of UFOs, therefore whether as a project of the technologically countries or individuals or as aliens from other planets is really a case for concern in the state and human securitization discourse. With this, this research does not seek to question the existence of such things but seeks to make an analysis of global peace and security in relation to the existence of whatever these unidentified flying objects are. Important questions to consider at this juncture are as follows, are these UFOs weapons or asserts of great powers? Or are they truly extra-terrestrial objects? Whatever, these things are, UFOs are a cause of concern for future global peace and security. The paper also seeks to awaken the world leaders to put in place proper and commensurate measures in times of need. This is critical considering that despite reports of possible existence of such sophisticated technology under the control of these humanoids, reports and documentation has been released but no real action has been done to put in place a common defense policy globally that will be critical in case of a pre-emptive attack from the UFOS on planet earth.

II. Theorising UFOs in International Relations

The realist school of thought can go a long way in trying to and paint a holistic picture of what this article seeks to excavate, although the situation understudy involves a third party. "Conflicts between states are considered to be inevitable in an anarchic international system due to scarcity of economic resources (Carr) or as a result of 'evil' human nature" (Morgenthau)[5]. Hence, a dispute is inevitable and, states are inclined to make wars against each other as a last resort as each seeks to realise its interests. The issue of UFO does not fall directly under the existence of states, but their presence on planet earth is a cause of concern. It entails that they also have their interests underlying their presence and when expectations versus reality do not augur well, there is likely to be a bone of contentions between the UFOs and the states. For example, the Russian Navy UFO records that,"…aliens love oceans"[6]. This places UFO on an equal footing with states in international relations since they also have interests on earth's natural resources. There is, thus, bound to be a clash between humans and these guests on earth because interests may clash for instance over oceanic

[1] Retired Russian submarine commander Rear Admiral Yury Beketovon World News (2009).

[2] Altered Dimensions.2013.*Zimbabwe school mass UFO sighting – 62 children independently confirm saucer-shaped UFO and alien sighting.*[Available online]. altereddimensions.net/.../zimbabwe-school-mass-ufo-sighting-children-saucer-shaped-. Accessed [01/012018]

[3] Altered Dimension, ibid. (2013).

[4] Sturrock. P.A.1987.*AnAnalysis of the Condon Report on the Colorado UFO Project Journal qfScienfifIc Exploration*, Vol. I, No. I, pp. 75-100. 1987 Pergamon Journals Ltd. Printed in the USA. [Available online].

[5] Bieler, A.2017*The Anarchy Problematique and Sovereignty: Neo-Realism and State Power.*[Available online].andreasbieler.net/wp-content/files/Neo-realism.pdf.Accessed 05/01/2018

[6] World News .2010.*Russian Navy UFO Records Say Aliens Love Oceans — RT World News*. [Available online].https://www.rt.com/news/russian-navy-ufo-records-say-aliens-love-oceans/.Accessed 15/01/2018

© 2018 Global Journals

waters. A classic case is an incident in Russia where the Lake Baikal is the deepest "fresh water" body in the world and '…in 1982 a group of military divers trained at Baikal, spotted a group of humanoid creatures dressed in silver suits. The encounter happened at the depth of 50 meters and the divers tried to catch the strangers, three of the seven men died while four others were severely injured."[1] Such an incident reveals the perilous nature of these guests to human life and this can stand as a standard illustration of the foundation of a dispute although the magnitude on this particular encounter was on a small scale.

It should be noted with the ultimate of all trepidations that, in all reported cases where human came to a confrontation with the UFOs, humans defeat was immense; humans have failed to match humanoids militarily and technologically. Humans with their sophisticated weapons have unmatched the prowess and advancement of unearthly guests and this makes the world vulnerable and weak if a real confrontation is to occur in the aforementioned. Consequently, whatever these things are and from whatever perspective they may be viewed from, they are a great threat to world peace and security. Encounters from such objects are likely to come from nowhere as they seem to have been generously offered a leeway by loath nation states to do as they reckon indispensable as they can appear and vanish at any place and at any time with no clear or know intent.

After Mikhail Gorbachev lost power in 1991, many of *Komitet Gosudarstvennoy Bezopasnosti* (KGB) files made their way to the Central Intelligence Agency (CIA), including an alleged 250-page dossier on the bizarre UFO attack, which included pictures and witnesses testimonies[2]. "The report suggested that a low flying saucer had appeared over a military unit in training in Siberia, before one of the soldiers fired a surface to air missile, bringing it down. It said: "Five short humanoids with large heads and large black eyes got out."[3] "Two soldiers are said to have survived, who described how, after emerging from the debris, the five beings merged into a brilliant white spherical ball of light that buzzed and hissed. It then exploded, and as it did 23 soldiers who stood watching were turned into stone," the report claimed. The report concluded that only, two soldiers escaped as they were at a distance and in the shade. This is a pure example of a military confrontation again the humanoids proving to be invincible, way beyond the reach of humans. Another important pillar of the neo-realist theory is the distribution of economic and military capabilities, understood as a systemic factor, is the most important explanatory variable[4].Therefore, military capability is an important factor that can ascertain the survival of a state, of which in the case before hand human military capabilities were way far less effective compared to the alien technology. These guests to the earth have demonstrated their prowess and their destructive nature, a feature that can endanger security in its twofold windows, i.e. traditional security which meant protection of sovereignty and territorial integrity of states from external military threats[5] and human security, a people-centered concept that aims at elevating the individual in the state by focusing on possible threats to humanity[6].

Consequently, the balance of power is a critical element in International Relations to avoid the possibility of an escalation of a war. This held water when one considers a military standoff that occurred during the cold war between the US and the USSR. Both states knew the military capabilities of its adversary and the impact of a nuclear war, that is, the concept of" mutually assured destruction" and by possession of such military capabilities on both sides, it acted as the major reason for deterrence that occurred until the conflict was peacefully resolved. Similar conclusions can be drawn on the ongoing tension between North Korea and the US. However, though the aliens fall outside the context of states the facts remain the same; the UFOs are foreign and like in international relations the true intent of other states are not known hence it is the obligation of each state to guarantee its own survival. Thus, in the same vein the actual intentions of UFOs remain unknown, and for that reason, the world has to brace up for the unexpected, as a mechanism for anticipatory defense. World News (2009) explains that "Ocean UFOS often shows up where our NATO's fleet concentrate …" NATO is the most powerful military brand on earth as it comprises powerful European states and most importantly the sole super power of the moment, the US. According to this report cited above; why the UFOs would be stalking the most powerful military collaboration? That in itself raises questions and suspicion.

Events that have unfolded within the UFOs circles divulge that, "The initial opinion of those involved in the project (in the USA that is) was that UFO were likely sophisticated Soviet aircrafts…"[7] Thus initially, skepticism existed as nations thought that UFO's were agents of other states. In Soviet Union sights of UFOs were often prompted by tests of secret military rockets and in China, the same has been prompted by military

[1] World News. Ibid. (2010).
[2] According to Austin (2017).
[3] Austin, J. (2017) Russian Soldiers Zapped by Aliens after Shooting Down UFO, Declassified CIA Report Claims.[Available online]. https://www.express.co.uk › News › Weird. Accessed 15/01/2018.
[4] Beiler, A. ibid. 2017.
[5] Acharya, A.2011. Norm Subsidiary and Regional Orders: Sovereignty, Regionalism, and Rule-Making in the Third World. *International Studies Quarterly*. Vol. 55 Issue 1, 95-123.
[6] United Nations Development Program. (1994). *Human Development Report*. New York and Oxford: Oxford University Press.
[7] The History of UFOs, ibid. (2018).

© 2018 Global Journals

activities that are unknown to the public[1]. Thus, whether UFO's are truly alien or not, the fact remains these things exist as their presence have been recorded both with the allies of US like the UK and none American allies such as Russia and China and even distant powers such as Zimbabwe. However, the issue of UFOs suffers greatly from lack evidence and the issue remains a controversial one, as very little is known and above all nothing can be empirically verified. In this way even "radar sightings while in certain respects can be more reliable, fail to discriminate between artificial objects and meteor trails, ionized gas, rain or thermal discontinuities in the atmosphere"[2]. Hence, the actual existence of the UFOs and Aliens remains contentious and debatable.

Moreso, pertaining to reports attributed to the Russian Navy stated earlier in this paper, officials of Russia have denied the reports of the UFOs related encounters. "A source in the Navy services staff said the story have its roots in reports of vessels commanders which describe locating objects of unclear but earthly origin,"[3]Austin (2017), the scholar who excavated the issue where above 23 Russian soldiers who were turned to stone concludes his paper in a skeptical manner. The paper ends with a statement that reads, "According to UFO website and YouTube channel Lions ground, "you have to be careful about what the CIA publishes online, as it could be misinformation."That statement expresses doubts on the issue which involved the Russian troops being turned into stone. Although some facts exist on the topic, most of the things remain a myth and fallible. However, this paper posits that despite the debate on the real existence of humanoids, world peace and security remains at stake as it is threatened by the existence of UFOs.

III. The Conceivable Threat of UFOs to Global Peace and Security

The existence of UFOs as has been mentioned in the preceding analysis can be explained in a twofold manner, i.e. in the context of these being alien to the earth or as projects by the major powers or powerful non-state actors in the international milieu, especially the technologically advanced countries. The fundamental line is that there are certain indescribable, viewable and noticeable objects that have been seen around the earth for decades. Though various studies and a few institutions around the world have made an inquiry of what these objects are, no successful report has been made on the source and the whereabouts of these UFOs. It should, be mentioned that there are more than 100,000 recorded UFO sightings in the past 100-plus years[4] and each case raised uncertainties to those that have come into contact with these UFOs. Reports that have been made by those that come into contact with UFOs orbits on their distinctiveness in lacking earthly normalcy which makes them peculiar to human life. If these UFOs are capable of doing the extra-ordinary, the ineffable and unanticipated, then they should be perceived as a threat to human life and the ecosphere in its totality.

The UFO Research of South Africa contains countless different reports of people that have come across what they did not understand and objects that they still cannot really label. Consequently, the world is under a jeopardy of living in the same realm with objects that appear and disappear within a flash light especially when they are in close contact with human beings and they have been spotted anywhere through the world. They defy logic and any known space laws which is a foundation for concern because they are capable of doing anything. These are superhuman from the reports that have presented throughout the more than 100 000 incidents that have been recorded in the history of UFOs. However, the lack of concern about these UFOs from a state level raises a lot of questions as world states and the human race continue to live in a world with certain objects advanced than them without any growing anxiety. This henceforth, brings to the attention the fundamental question on whether these UFOs are from another planet or are merely missions of super powers. The reluctance of the world to multilaterally raise concerns over UFOs lies in the fact that the major or super powers have not seen the issue of UFOs as one that can perchanceimperilthe human being, human life and the their surroundings . The question that should be asked revolves around the intention of these UFOs because every incident that has been recorded involving UFOs, the human being has been left stunned due to the extra-ordinary tenets and tendencies of UFOs.

In this regard, it would be erroneous to flout that the world has been a 'Hobbesian Nightmare' for centuries with the issue of survival being a central agenda for each and every government in the international realm. States have initiated immediate term, short term and long term strategies in their bid to survive. Simultaneously, as states build their self-help strategies in a world that is dominated by various groups based on ethnical, religious, tribal, racial or any other identity that one may think of, the plans of the states have utterly deleteriously affected and impacted on certain groups within states. Non-states actors have thus mushroomed and they by all means have

[1] Ibid
[2] ibid
[3] World News 2009

[4] Griffiths, J. 2017. *Are Aliens Real? All the Sightings, Conspiracy Theories and Evidence on Whether Extra-Terrestrials Actually Exist* [Available online] https://www.thesun.co.uk/tech/4017563/aliens-conspiracy-theories-evidence-sightings-nasa/. Accessed 15/01/2018

© 2018 Global Journals

attempted to fight the state by any means especially where their interests and beliefs have been affected. UFOs, from such a window maybe perceived as developments of states or even non-state actors with the purpose to overtake identified human advances.

It is a fact that for the reason that some of the super powers in the world to an extent are cognisant of the military capabilities of each other, UFOs are probably the next great thing that these countries are developing or have been developing to stand as a last resort/option in case they are matched by rivalry countries or enemies. UFOs and Aliens maybe are viewed as projects of the great or super powers which are bolstering their military capabilities. Such an interesting but controversial analysis can be buttressed by the fact that Marilyn Monroe's death remains shrouded in mystery as there is conspiracy theory that claims, after threatening to reveal top-secret information about aliens. It is claimed that Marilyn made the threats after having affairs with both President JFK and Bobby Kennedy, and was seeking revenge as they both simultaneously ended things with her[1]. Such theories raise concerns on the world of UFOs as the technologically advanced states like the US are in a position to develop these objects for the sake of their security. The world is probably at a time where UFOs are being used by the super power or great powers or even non-state actors to spy on their potential enemies. The fact that states can pursue any means using their mighty to achieve anything in an anarchic political environment questions the whole issue surrounding UFOs being foreign to the earth. Ultimately, these are foreign to the bulk of human beings on the planet and to less powerful states in the world. The effect of such a supposition is that UFOs can be used to advance the interests of the super powers under the vindication that they are from another planet. The world is under threat from UFOs and no courtesy has been paid to them because they have not occasioned an incident which has led to the destruction of security in the traditional sense or under the new human security label. However, the fact that most of the world people are not aware of what these objects are and states have been at ease to dig deep and give concrete reports on UFOs puts the world at a risk of attack at any time as these UFOs have proved to be irrepressible and superlative for around 10 decades. This makes them a menace to global peace and security in the 21st century.

IV. Recommendations and Conclusions

The subject of UFOs has remained controversial and has been treated in the parochial natural science view overlooking the conceivable effects of such projects to the peace and securitisation of states and their inhabitants in the international system. From the above analysis, it is beyond reasonable doubt that the UFOs are more powerful beyond measure and that human cannot match their power so far, basing on few encounters in which handful military personnel have come to logger heads with the UFOs. As depicted above, humans have militarily engaged the humanoids but being vanquished out right with no prospects of turning the fortunes into their favour. Henceforth, this research would conclude that extra terrestrial beings have superior technology and power, such that they pose a serious threat to global peace and security as indicators show if things go otherwise the humanoids cannot be stopped for now. The speed at which their crafts move is unprecedented and unheard of, human aircrafts cannot match the speed, twist and turns of UFOs. This is a cause of concern since modern warfare is largely based not only on numbers, but more on technological and economic power. Hence, if humans cannot match the technology of humanoids the fall out and destruction will be overwhelming as proved by the Russian encounter of troops that were turned into stone with just one shot which came as a "ball of light".

This research seeks to advocate an aggregated effort from all states ranging from the most powerful to the weakest in terms of economic and military might to bring together a group of scientists which can try to create new weapons which can repeal alien fire power and increase humans' offensive capabilities (a common defense collaboration against aliens). That is if UFOs are truly Aliens and have advanced technology as purported by various reports.

Moreso, developed countries have satellites in space which they use to track malicious activities and for other technologically advanced purposes, this research would want to recommend that, such great technology be used as the first step to defense collaboration of the global peace and security by identifying precisely where the humanoids come? Which planet exactly do they come from? That in its self can be used as a fundamental step to dealing with the possible threat faced by states in this scenario. Studying the planet that they are from could go a long way in establishing their real motives; why they constantly visit the earth, that is, what is their major agenda and then evaluate the chances of them ever taking the offensive basing on their purpose of visit. Failure to effectively identify where these purported extra terrestrial beings come from, as in which planet of the known existing planets; would heavily influence the belief and idea that UFO are tools of the most powerful states.

Also, with the description given so far about the UFO are the unique features of their aircrafts which are super quick, "do not make any sound and that do not have wings."Hence it is common logic that the raw materials used by the extra terrestrial humanoid are unique and could justify the effectiveness of their spaceships or craft and therefore, humans can advance

[1] Griffiths, J. ibid. 2017.

© 2018 Global Journals

in technological innovation if they could identify the planet which in turn would be ground breaking in the sense that humans can take these resources for their own advancement and to increase their defense capabilities. Discovering the Planet of humanoids also can bring about hard and tangible proof of their existence thus de-mystify or validate the current rumors which lack real proof. Hence, discovering their planet will go a long way not only in trying to get similar raw materials to make better equipment but also to understand them in their context and social existence. Only then can world defense mechanism be put in place proportionate to the threat posed by the UFOS.

The coming together of states at an international level to conduct a research on UFOs will also be vital in ending conspiracy theories as these as been mentioned in the foregoing can be projects of other states. The fact that states will collaborate to discover UFOs and rename them can be vital in preventing the unforeseen which maybe perilous to the traditional and human security of states and inhabitants of the world respectively. The rationale behind such a move would be to eliminate the ever-growing conspiracy theories, establish mechanisms to know these UFOs and ultimately deal with them.

V. Conclusion

The issue of UFOs has largely remained contentious as it lacks concrete and empirical evidence to effectively substantiate on it. The lack of evidence has largely stimulated an important debate not on the existence of UFOs but on their origins which has left some scholars thinking the UFOs are agents of the most powerful nations while others believe they are extra terrestrial humanoids. The issue of UFO whether these are extra terrestrial or not, has brought a security dilemma and unprecedented uncertainty looming in terms of global peace and security. The possible threats posed by the UFOs have been a cause of concern, and reluctance exhibited by states over the issue has awakened and motivated the foregoing analysis to analyse and warn states of the possible threats posed by UFOs to security both in its traditional sense and human security as excavated above. In a nutshell, this paper concludes that the continued presence of unidentified flying objects whether as projects of the major powers in the world or as aliens from other planets presents a problem which states should be prepared to decisively deal with in times of need.

© 2018 Global Journals

Global Journal of human-social science: H Interdisciplinary
Volume 18 Issue 2 Version 1.0 Year 2018
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460X & Print ISSN: 0975-587X

Effectiveness of Integrated Personnel and Payroll Information System in Addressing Ghost Worker Syndrome in Nigerian Public Sector

By Agboola Theophilus Olumuyiwa
Obafemi Awolowo University

Abstract- The paper set out to examine the strategies adopted by Integrated Personnel and Payroll Information System (IPPIS) in addressing ghost worker syndrome in the Nigerian public sector. Furthermore, it critically looked at the effect of ghost worker on public service salary administration and also to analyse the challenges facing IPPIS in implementation of the policy in the Federal Inland Revenue Service in Nigeria. The paper utilised primary and secondary sources of data to elicit the opinions of public servants in the Federal Inland Revenue Service (FIRS). The study population (450) consists of senior and junior workers of administrative, finance and audit departments comprise the population of the study. The three departments are directly involved in human resources and salary administration in three senatorial districts in Lagos State, Nigeria. Interviews will be conducted with the three Directors and three Head of Departments to provides information on the challenges facing IPPIS in uploading check-off dues of the unions and cooperative, as well as detecting ghost workers on salary administration in FIRS .Secondary data were gather through the use of textbooks, academic journals, internet sources and IPPIS manuals. However, the finding revealed that the strategies adopted by IPPIS addresses ghost worker in the public sector in Nigeria. It also revealed that the introduction of IPPIS policy into the salary administration in Nigeria improved constant payment of employees. The study also revealed that there are still challenges facing IPPIS in uploading monthly salary of the employees.

Keywords: *personnel, ghost workers, corruption, information system, salary administration.*

GJHSS-H Classification: *FOR Code: 160509*

EFFECTIVENESSOFINTEGRATEDPERSONNELANDPAYROLLINFORMATIONSYSTEMINADDRESSINGGHOSTWORKERSYNDROMEINNIGERIANPUBLICSECTOR

Strictly as per the compliance and regulations of:

Research | Diversity | Ethics

© 2018. Agboola Theophilus Olumuyiwa. This is a research/review paper, distributed under the terms of the Creative Commons Attribution-Noncommercial 3.0 Unported License http://creativecom-mons.org/licenses/by-nc/3.0/), permitting all non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

Effectiveness of Integrated Personnel and Payroll Information System in Addressing Ghost Worker Syndrome in Nigerian Public Sector

Agboola Theophilus Olumuyiwa

Abstract- The paper set out to examine the strategies adopted by Integrated Personnel and Payroll Information System (IPPIS) in addressing ghost worker syndrome in the Nigerian public sector. Furthermore, it critically looked at the effect of ghost worker on public service salary administration and also to analyse the challenges facing IPPIS in implementation of the policy in the Federal Inland Revenue Service in Nigeria. The paper utilised primary and secondary sources of data to elicit the opinions of public servants in the Federal Inland Revenue Service (FIRS). The study population (450) consists of senior and junior workers of administrative, finance and audit departments comprise the population of the study. The three departments are directly involved in human resources and salary administration in three senatorial districts in Lagos State, Nigeria. Interviews will be conducted with the three Directors and three Head of Departments to provides information on the challenges facing IPPIS in uploading check-off dues of the unions and cooperative, as well as detecting ghost workers on salary administration in FIRS .Secondary data were gather through the use of textbooks, academic journals, internet sources and IPPIS manuals. However, the finding revealed that the strategies adopted by IPPIS addresses ghost worker in the public sector in Nigeria. It also revealed that the introduction of IPPIS policy into the salary administration in Nigeria improved constant payment of employees. The study also revealed that there are still challenges facing IPPIS in uploading monthly salary of the employees. The paper concluded that with the introduction of the IPPIS scheme, if properly implemented and managed, it will go a long way in eradicating ghost workers in the Nigeria public service, thus the steering committee on IPPIS should urgently deal with supplier performance and project management issues that have constrained the full realisation of the benefits of the IPPIS scheme.

Keywords: personnel, ghost workers, corruption, information system, salary administration.

I. Introduction

There have been lapses in civil service due to prolong military rule before the democratic governance which start in 1999, thecrucial challenges faced the fourth administration on had to do with the civil service reform and restructuring the corrupt practices in the public management which has caused deterioration of governance in Nigeria. The administration identified some aspects of crisis as indifference to the norms guiding the code conduct of public officials in combating corruption and also formulated reforms that can improve the public service efficiency and effectiveness these include civil service reform, pay reform, integrated payroll and personnel information system, public expenditure management reform, SERVICOM and service delivery, monetisation of fringe benefits, pension reform and statistical system reform and strengthen national governments through the education of local officials (Olaopa, 2008).

The knowledge gather through the studies provided basis for the development of assessment tools to measure the quality of personnel and payroll information systems in relation to clearly defined functional requirements and benchmarks with context of some countries like Kenya, Rwanda, Tanzania, India, Chile and Burkina Faso (Kinyeki, 2015).

In October 2006, the federal government conceived the Integrated Personnel and Payroll Information System (IPPIS) to provide a reliable and comprehensive database for the public service to address ghost worker also to facilitate human resource planning, eliminate manual record and payroll fraud also to facilitate easy storage, update and retrieve personnel records for administrative and pension processes, and facilitate convenient staff salary administration payment with minimal waste and leakage (Public Service Institute of Nigeria, 2011).

Integrated Personnel and Payroll Information System (IPPIS) is a department within the office of the Accountant–General of the federation which is responsible for payment of salaries and wages directly to government employee's bank account with appropriate deductions and remittances of 3rd party payments such as: Federal Inland Revenue Service, State Boards of Internal Revenue, National Health Insurance Scheme, Pension Fund Administrative, Cooperative Societies, National Housing Fund, Bank Loans and Associations Dues (Department of IPPIS, 2012).

The IPPIS is an IT-enabled facility being put in place to establish a reliable and comprehensive database for the public service, facilitate manpower planning, eliminate record and payroll fraud, facilitate easy storage, update and retrieval of personnel records

Author: (Ph.D), Department of Public Administration Faculty of Administration Obafemi Awolowo University Ile-Ife, Nigeria.
e-mail: agboolatheo@gmail.com

© 2018 Global Journals

for administrative and pension processes and staff remuneration payment with minimal wastages and leakages. Since the inception of the project, IPPIS have saved the Federal Government of Nigeria billions of Naira by eliminating thousands of ghost workers via personnel verification exercise and salary payment process (Enakirerhi & Temile 2017).

This paper tends to examine the ghost worker syndrome and IPPIS in the Nigerian Public service. This programme was introduced by the Federal Government and supported by the World Bank as one of the measures of civil service reform. Prior to the introduction of this scheme Ministries, Departments and Agencies (MDAs) do receive their recurrent costs on monthly basis as subvention.

The above arrangement gave room for the MDA's to disburse money sent to them whenever and however it pleases them. This therefore according to records led to financial misconduct in the Nigerian public service and the huge amount spent on recurrent expenditure, if not monitored and cut down through appropriate government policy and reform programme, Nigeria may wake up one day to see that government revenue is spent just in paying salaries at the detriment of competing needs. There is need for Nigerian Government to provide accurate and correct number of public servants under her care and to an extent minimize budget estimate (Aganga, 2011).

Everyone in business today should know the value of efficient processes and systems, duplicating of efforts hits the bottom line hard, making good processes an important part of business success and payroll is a perfect example of a good system to target for efficiency with integration in Nigeria public service. Arising from the introduction of the paper, the manual, file-based personnel system operated by the federal public sector since Nigeria gained her independence meant that government did not have accurate and reliable information about the size and nature of its workforce. Manual computation of salary and documentation of personnel information has been compounding the problem of transparency and accountability, this also affects accuracy in computation of salary hence overpayment or underpayment of salaries, omission of staff name in payment, wrong calculation of promotion and pension that is, due to staff and retirees as the case may be. With the introduction of the Integrated Personnel and Payroll Information System scheme, if properly implemented and managed, will go a long way in eradicating or at least bring the above mentioned problems to the barest minimum. The incidence of ghost employees was prevalent with fraudulent public servants who are recorded on the payroll system, but who does not work for the business but collecting the salaries of non-existence workers. Other fraudulent activities included some public servants collecting salaries from multiple organisations, also some officers in salary department conniving with other officers to get paid higher than were due to them, and records of loans obtained from government routinely disappearing from files. The federal government estimated that the government was losing about #2 billion to ghost workers alone annually.

II. Objectives of the Paper

The specific objectives of this paper are to

i. Examine the strategies adopted by IPPIS in checking ghost workers in the Federal Revenue Service (FIRS);
ii. Assess the effect of ghost workers on public service salary administration in FIRS in Nigeria; and
iii. Analyse the challenges facing IPPIS in implementation of the policy in theFIRS in Nigeria.

III. Conceptual and Literature Review

Ojo (2006) says that personnel as manpower and human resources are generally used interchangeably even through, in a sense, the latter seems to be a more modern concept and it is used more than manpower particularly in the United State. While personnel is also commonly used along with manpower or human resources except that personnel is more common associated with the micro or organizational level as against the macro or national level. He further explained that personnel is refers to the energies, skills and knowledge body of employees, officers or servants who fill the various positions in an organisation which are or which potentially can or should be applied to the production of goods and services. The term "personnel" is used to cover all the persons collectively employed in a work organization. The organization may be a commercial, industrial or financial company, a factory, an educational institution, a military, government agency, a hospital, a local government or religious body. As listed above, such organisations could be private business enterprises, government institutions or non-profit private organization but the author basically refers to government institutions.

According to World Bank (2006) states that employees responsible for human resources and payroll often deal with some information, such as employee identification information, employee salary information and employee status. Payroll is the sum of all financial records of Salaries for an employee, wages, bonuses and deductions. In accounting, payroll refers to the amount paid to employees for services they provided during a certain period of time. Two separate departments gathering that is storing and using the same information independently makes for duplication of efforts, possibility for human error and more liability because of the sensitive nature of employee information. An integrated payroll system is one that allows both human resources and payroll staff to access the same

© 2018 Global Journals

information without duplicating paperwork or files, creating efficiencies that save time and money and reduce liability of human efforts.

Corruption is a major societal problem in the 21st century. It is prevalent in developing countries as well as in the developed ones. During the 1980s and 1990s, major banking frauds and corruption scandals occurred in many countries. Nigeria has experienced its fair share of such scandals, especially during the military era and even its current democratic dispensation. The impact of corruption on our national economy has manifested in different types of political, social, and economic vices. This led to the formation of the EFCC by the Obasanjo administration to find ways of tackling and eradicating corruption in our society. Using observation method and secondary sources, the paper examines how the EFCC has been able to address corruption in Nigeria, Some recommendation were made in response to the finding (Anifowoshe, 2002).

Agboola (2009) agrees that corruption is so pervasive in Nigeria that it has turned public service for many into a kind of criminal enterprise. Graft has fueled political violence, denied millions of Nigerians access to even the most basic health and education services and reinforced police abuses and other widespread pattern of human rights violations. The issue of corruption in Nigeria underpinning the most promising effort Nigeria's government has ever undertaken to fight corruption that is establishment of Economic and Financial Crimes Commission in 2002, the EFCC began pursuing corruption cases in a way that publicly challenged the ironclad impunity enjoyed by Nigeria's political elite. The Buhariad ministration instituted whistle-blowing through EFCC for Nigerian political elites who involved in corrupt practices and it has yielded successful outcomes recovery of stolen money. The US Department of Justice has gone to court seeking the forfeiture and recovery of approximately $144 million of Nigerian assets allegedly laundered in and through the United States by former Petroleum Minister Diezani.The EFCC arraigned former Enugu Chief Judge for alleged corruption and many ugly stories of corruption by eminent personalities in Nigeria (The Nation, 2017).

One of the most common kinds of payroll fraud is the use of "Ghost workers" to divert money to sham identities. According to Association of Certified Fraud Examiners (2006) defined ghost worker as someone recorded on the payroll system, but who does not work for the business. This ghost worker can either be a real person who is placed knowingly or not on the organisation's payroll or it could be a factitious person inverted by a dishonest employee. They explained further that ghost worker fraud is commonly perpetrated in organisations when the number of employee are large, particularly when the employees are spread out of the headquarters through the field administration across the geographical locations and payroll operations are less likely to be exposed to such fraud.

Idris, Adaja & Audu (2015) agreed that small businesses can also fall victims if payroll operations are being managed by single person who, unfortunately, happen to be a fraudster or who does not ensure stringent checks on the payroll process the deceitful worker will compromise and need access to the payroll system in order to add the ghost that is, the person who has some form of direct access to the payroll system. They explained further that the purpose of ghost workers is for the fraudster worker to collect the salaries that are being paid out to the ghost workers. The annual salaries paid to any worker in a year can be quite a significant amount, the cumulative monetary loss by the government, due to several ghost workers can be a robust amount if the fraud goes undetected over the years.

Information system is an organized system for the collection, organised system for the collection, organisation, storage and communication of information. More specifically, it is the study of complementary networks that people and organisations uses to collect, filter process, create and distribute data. Aderounmu (2017) states that information systems is a set of tools, processes and methodologies (such as coding/programming, data communications, data conversation, storage and retrieval, systems analysis and design, systems control) and associated equipment employed to collect, process. And present information. An information system is the information and communication technology that an organisation uses, and also the way in which people interact with this technology in support of business processes.

Aderounmu, Adagunodo&Akinde (2012)agreed that information systems have become the backbone of most organisations that is bank could not process payments, governments could not collect taxes, hospitals could not treat patients, and supermarkets could not stock their shelves without the support of information systems. In almost every sector especially government information systems play a vital role in IPPIS in payment of employee salaries. Everyday work, communication, information gathering and decision making all rely on information technology. When they visited bank to make an electronic payment inquiry, they interact with bank's information system rather than with personnel of the bank.

They argues for advantages of viewing an information system as a special of work system and a work system is a system in which human or machines perform processes and activities using resources to produce specific products or services for customers. Information system interrelated with data systems on the one hand activity systems on the other also information is a form of communication system in which data represent and are processes as a form of social

© 2018 Global Journals

memory and it can be considered as a semi-formal language which supports human decision making and action.

a) Public Service Reforms in Nigeria

In any system or organisation where things are working out fine, infrastructures are current and up-to-date, workers are not only hardworking but also sincere, and there may not be need for any change,(i.e. change for good). Reform is a process of effecting change in order to make things better and reform does not apply to all manners of change. In order to be described as reform, an intervention must be planned and systematic and must produce a fundamental change involving innovation, modernisation and attitudinal reorientation in terms of value and service delivery (Agboola, 2016).

The federal government said the enrolment of all ministries, department, and agencies service workers into technology-based Integrated Personnel and Payroll Information System (IPPIS) has commenced. The Accountant General of the Federation, Ahmed Idris, said the enrolment would help address critical issues bedeviling the system.In Nigeria public service there are some glaring inadequacies that reform has been formulated to address the ghost workers syndrome, falsification of certificates and to reduce an employees working in different places. These are among others that shown poor record management system, accounting for preponderance of ghost workers, weak accountability, in flawed and non-transparent procurement system, accounting, audit and budget procedures, ageing workforce, erosion of public service value, poor succession planning, and weak/inappropriate organizational structures (Olaopa, 2008).

The Integrated Personnel and Payroll Information System (IPPIS) is one of the Federal Government Reforms Initiative conceived to transform the Nigerian Public Service and make it more efficient and effective in service delivery. The IPPIS initiative is aimed at improving the public financial management and providing a centralised payroll system in the country. IPPIS is designed to enroll into platform, all federal government ministries, departments and agencies, that draw personnel cost fund from consolidated revenue fund. The AGF said when fully functional, the system will help solve the challenges for lack of efficiency lack of central control, lack of central management and lack of redition of figures. Besides, he said, the elimination of replacement of personnel costs in the country. (Aganga, 2011).

The huge amount of ghost workers in the previous years is alarming and berating but IPPIS is only objective for pragmatic solution of ghost workers from the payroll system.For example, the federal government has recovered 23, 846 non-existent employees from its payroll said by Festus Akanbi, a special adviser to Finance Minister, Kemi Adeosun, consequently, the salary bill for February 2016 has reduced by 2.293 billion naira (10.5 million euros and to $11.5 million) when compared to December 2015 when the BVN audit process commenced. He explained further that the ministry announced that it would undertake periodic checks and utilize computer-assisted audit techniques, the ministry was working with the financial crimes agency and the National Pension Commission to identify irregularities and the aim was to recover salaries and pension contributions related to the ghost workers in the service (Sunday Punch 2016).

Okonjo-Iweala (2011) agreed that the objectives of the IPPIS policy amongst others are tocentralise payment of worker salaries, which stated as a means of facilitate convenient staff remuneration payment with minimal wastage, also to facilitate easy storage, updating and retrieval of personnel record for administrative and pension processing, it also enhance manpower planning and budgeting, it alsoascertain actual personnel emoluments of the federal government employees.

She explained further that IPPIS has actually reduced corruption by virtually eliminating ghost-worker syndrome where applied, thereby reducing the cost of governance, since the inception of the policy in 2007 to December 2014, it saved government #185 billion representing the difference between the money that government would have released to MDAs based on their estimated nominal roll submissions and the amount actually paid through the IPPIS platform. A breakdown of this show that #416 million was saved in its first month of operation and at the end of three years #2 billion was realized. IPPIS has successfully enrolled 237,917 members of staff and wedded out 60,450 ghost workers. Furthermore, it reduced the red-tape involved in manual payroll in salary administration (Okonjo-Iweala, 2011).

b) IPPIS and Journey so Far

According to Idris, Adaja and Audu (2015) agreed that unemployment issues was sacrosanct of ghost workers syndrome as previous researches focused on the effects of unemployment but through the civil service reforms of how the implementation of IPPIS system in the ministries, departments and agencies has not been given imminence that islikely to be happen very soon, thus, creating a lacuna that needs to be filled by mean s of empirical study.

Enakireehi and Temile (2017) agreed that the Integrated Personnel and Payroll System is a good programme no doubt. The whole World is now in the era of technological knowhow and Nigeria cannot afford to be left behind. The Nigerian government regards the implementation of a computerized system as a the most critical component of addressing the huge amount of personnel cost and it will accelerate improvement of human management effectiveness, increase confidence

© 2018 Global Journals

in government payroll cost and expenditure management, improvement in overall management reporting and planning, etc. to an extent that it can be achieved, if adequate care is taken to ensure proper implementation of the programme in Nigeria also it will avoid infractions of regulatory bodies as a result of ghost worker as answer dimension of corruption especially in the Federal Inland Revenue Service (FIRS) in Lagos State, Nigeria.

Letswa and Egwuem (2013) cited by Enaireehi and Temile (2017) noted that corruption and widespread illegality could be traced to ancient civilisation. The new public management theory has improved the efficiency and effectiveness of public service have prompted human civilisation to adopt ways of eliminating or reducing widespread corruption and serve the electorate or society for good service delivery and optimum production.

The reality and quantity of government payroll administration has vastly improved and it also increasing number of MDAs that are moving away from manual payroll administration and the MDAs has the necessary information for planning their personnel costs. IPPIS has actually reduced corruption by virtually eliminating ghost worker syndrome where applied, thereby reducing the cost of governance. The scheme has, from it launched in 2011 to February 2016saved the government almost 385.5 billion naira when compared to December 2016 when the BVN audit process commenced (The Vanguard on-line 2016).

As earlier noted in the paper, serious challenges marred with the effectiveness of IPPIS implementation, however, some of these challenges facing IPPIS were uploading the check-off dues of the unions and cooperatives, some of the challenges stated by Idris, Adaja and Audu (2015), Mede (2016) and Enakirerhi and Temile (2017) were as a results of the nation lack behind in technological infrastructure and expertise in the field or the unwillingness of government to fully carry out the implementation of IPPIS policy, Lack of sufficient trained personnel, poor state of modern technological infrastructures and failure of electricity in the system In addition, this paper opines that government lack of will and solving problems in practical not in theory, authorities in charge should be committed to the speeding implementation of this policy as a crucial challenge.

The full implementation of IPPIS will ensure the statistics of government bureaucracies are readily available withon going exercise, which is part of the cost-saving and anti-corruption agenda of President Muhammadu Buhari's administration, is key to funding the defect in the 2016/2017 budgets. The shortfalls delays and irregular payment of salaries will soon be a thing of the past in federal higher institutions as the federal government hooks them to the IPPIS to ensure prompt and regular payment of their staff. The military, unity schools and federal civil servants are already hooked to and enjoying the benefits of the scheme which ensures that computation and payment of wages, allowances and other emoluments are done centrally in Abuja, instead of locally in the respective institutions (The Nation, 2017).

The integrated personnel payroll and information system and government integrated financial management and information system have been able to underpin enhancing accountability and transparency in the management of government resources. The policy has drastically reduced corruption, government costs on personnel emolument, so the efficiency in transacting government business is also enhanced through IPPIS.

IV. Theoretical Framework

In public policy, New Public Management (NPM) refers to the method of change by which administrative reforms are enacted over the time in order to create a policy change in the Nigeria public service.This was the theoretical framework of bureaucratic reforms developed by Hood (1991) to be seen as the bureaucracy is accountable to the political masters but it seems that their accountability is not clarified and explicit; it is entirely up to the political hierarchy to interpret the accountability in a manner that is most convenient to them. From sociological perspective, corruption is a form of social deviance, in some cases of criminal deviance, the result of failure or lack of will to respect the norms of social interaction.

Agboola (2016) agreed that New Public Management asset of administrative practices as a consulting fad and a body of theory that interprets recent development in public administration. Scholars like Olowu, Dunleavy, Hood, Smith etc. argued persuasively that scholars should pay more attention to NPM as a theory than as a fad. New public management is part and parcel of the massive intrusion of free-market values into public space, which threatens to drive out political values altogether.

Nwabueze (2002) sees corruption as a result of structural defects and cultural impediments which encourage social actors to so believe partly by deflating the potency of institutional checks against negative behaviours. Corruption thus involves the ghost workers, falsification of certificates, employees with double-dealing in working in different places, which also causes unemployment for fresh graduates, frauds in the public sector using different names with forging certificates etc.

Similarly there is a lack of accountability and transparency of the bureaucrat to the citizen who get the services from the bureaucrats. Whenever bureaucratic control becomes all-encompassing it also creates an obsession with power. Detailed bureaucratic control over individuals and markets led to the fall of communist

© 2018 Global Journals

regimes in the former Eastern bloc in the early 1990s (Hood, 1991).

Technology Acceptance Model (TAM) was also utilised since it is an information system theory that models how users accept and uses of technology. Kinyeki (2015) asserted that TAM has been proposed in the context of payroll systems with an inclusion of the effects of trust and perceived risk on system used. The theory was developed through a review and consolidation of the constructs of models that earlier researchers had employed to explain information systems usage and perceived ease-of-use.TAM has been used in ICT adoption and use research as a fundamental theoretical framework and it also has been combined with other theories and models. Both attitude and subjective norm were found to be necessary determinants of electorate intentions to adopt and use ICTs and thus adoption of Integrated Personnel and Payroll Database (IPPD).

V. Methodology

a) Study Area

This study covered Federal Inland Revenue Service (FIRS) is parastatal in the Ministry of Finance, where three senatorial districts of Lagos State were purposely selected for this paper.

b) Research Design

The research design for this empirical study is descriptive survey method. A descriptive survey attempts to describe a subject often by creating a group of problems through the data tools and tabulation of frequencies on variables. It will show the relationship between the effectiveness of IPPIS policy and ghost worker syndrome and the resultant level of success in curbing corruption in Nigerian public service.

c) Study Population

The target population of this empirical study consisted of three departments namely; administrative audits and finance departments in the three selected senatorial districts in Lagos State, Nigeria, A total number of 450 respondents were randomly selected; comprising 150 members of staff each from the three selected senatorial districts of Lagos State Federal Inland Revenue Service (FIRS).

d) Sampling Techniques and Sample Size

The study adopted a quantitative parameter based on survey research design and simple random sampling techniques were used in order to give every members of staff equal opportunity of being selected as part of the sample. The Federal Inland Revenue Service (FIRS) were chosen in the three selected senatorial districts of Lagos State as the study area. The target respondents were administrative, finance and audit department members of staff totaling 450. Random sampling techniques were used in selecting total number of 450 respondents for questionnaire administration for administrative, finance and audit staff from the three selected senatorial districts in Lagos State which representing 100% sample fraction of total population of 450 and six head of departments from salary and audit sections we reinter viewed.

VI. Research Tools

a) Questionnaire Administration

A total number of 450 copies questionnaire were administered out of which 420 copies (93.3%) were retrieved. A breakdown of these by the respondents of FIRS in three selected senatorial districts of Lagos State revealed the following rate of retrieval: Administrative department; 95 (23%), Salary/Finance section: 155 (37%) and Audit department; 170 (40%).

b) Data Presentation and Analysis

Data presentation covered findings on the strategies adopted by IPPIS in checking ghost workers, the effects of ghost workers on Nigerian public service salary administration and the challenges facing IPPIS in implementation of the policy in the FIRS in the three selected senatorial districts of Lagos State, Nigeria. Data collected were analysed using simple percentages and content analysis.

To collect data on IPPIS in checking ghost workers in the study area, a number of questions were asked.

Table 1: Strategies Adopted by IPPIS in checking Ghost Workers in Nigeria

Responses	Frequency	Percentage (%)
Strongly Agree	215	51.2
Agree	190	45.2
Disagree	15	3.6
Total	420	100

Source: Agboola, 2017

Table 1 shows that 51.2% of respondents strongly agreed, while 45.2% respondents agreed and 3.6% disagreed. It can be deduced that when evaluated, the strategies adopted by IPPIS in checking ghost workers in Nigeria has achieved success through reducing the cost of governance. The IPPIS is jump in accessibility and efficiency that is it has open s up the access to authorized staff from different departments that need to work with the same data.More people now have their payroll administered electronically, rather than manually and the quality of government payroll administration has improved and more MDAs are moving away from manual payroll administration meanwhile salaries are now pay promptly. IPPIS has reduced the red tape that comes with manual payroll administration. The reform of payroll and personnel system and savings from it that is, government is better

© 2018 Global Journals

able to reduce recurrent expenditure and focus on capital expenditure which drives development in the society.

Table 2: Effects of Ghost Workers on Salary Administration

Reponses	Frequency	Percentage (%)
Strongly Agree	188	44.8
Agree	196	46.7
Disagree	36	8.5
Total	420	100

Source: Agboola, 2017

Table 2 shows that 44.8% of the respondents strongly agreed, while 46.7% of the respondents agreed, and 8.5% of the respondents disagreed. It can be deduced that when evaluated, the effects of ghost workers on salary administration has a great effects, especially on social service delivery in the three selected federal hospitals in Nigeria. It creates vacuum for employment whereby the space for employment would be covered by the ghost workers. Corruption and mismanagement have held back the development of Nigeria's largest economy for many years. The menace of ghost workers remains a drainpipe on the economy.

Table 3: Challenges facing IPPIS in Implementation of the Policy

Responses	Frequency	Percentage (%)
Strongly Agree	172	41
Agree	132	31
Disagree	116	27
Total	420	100

Source: Agboola 2017

Table 3 shows that 41% of the respondents strongly agreed, while 31% of the respondents agreed, and 27% of the respondents disagreed. It can be asserted that the challenges facing IPPIS in implementation of the policy is that, the application has not been fully utilised, out of the seven modules on the software, only the payroll module is in existence and appreciable use. The human resource module, which is meant to manage staff recruitment, posting, promotion, training, discipline and disengagement are yet to be fully developed for use by government. There is a weak network security that impacted on IPPIS roll out. Connectivity remains a major challenge and MDAs are yet to connect securely and connectivity to the platform over a virtual private network. Most of the IPPIS staff in the MDAs has not been exposed to oracle training and some of the few that received the training have not been deployed to other MDAs and the secondary data replication centre which existed in some state is not operational.

VII. Findings

From the assessment of reform initiative, the paper revealed that the quality of government payroll administration has vastly improved and MDAs are moving away from manual payroll administration and salaries are now paid promptly. Government has been able to reinvest the savings into essential services such as health and education. IPPIS has certainly reduced corruption particularly it has successfully weeded out over 86,000 ghost employees both federal and states. IPPIS has reduced the cost of governance by saving over #385 billion since its inception of the scheme. IPPIS has reduced the red tape that comes with manual payroll administration, but integrated payroll is the jump in accessibility and efficiency that is an integrated system opens up the access to authorised staff from different departments that need to work with the same data. Along with better access and efficiency, an integrated payroll system also comes with better management information. Quicker, easier access to accurate payroll information means better management reports for improved decision making on costs and planning and management reports from integrated payroll systems provide multiple formats of reporting. When organisations payroll system is integrated with their human resources information system data entered or changed in payroll is automatically updated in human resource and vice versa. The paper revealed that the effect of ghost workers on salary administration has a great effect, especially on social service delivery in the three selected federal hospitals in Nigeria. It creates vacuum for employment whereby the space for employment would be covered by the ghost workers. Corruption and mismanagement have held back the development of Nigeria's largest economy for many years. The menace of ghost workers remains a drainpipe on the economy. IPPIS has improved but there are still significant challenges facing the scheme. The application has not been fully utilised, out of the seven modules on the software, only the payroll module is in existence and appreciable use. The human resource module, which is meant to manage staff recruitment, posting, promotion, training, discipline and disengagement are yet to be fully developed for use by government. There is a weak network security that impacted on IPPIS roll out. Connectivity remains a major challenge and MDAs are yet to connect securely and connectivity to the platform over a virtual private network.

VIII. Conclusion

From the results of the data analysis and subsequent findings by the researcher, the paper concluded that Integrated Personnel and Payroll Database (IPPD) has led to improvement in reporting the ghost workers on salary administration which is

© 2018 Global Journals

highly sacrosanct in the public service and it has affected on the nation economy and national development in Nigeria. The secondary data revealed the benefits, challenges of IPPIS implementation and outlined some of the prospects of detecting ghost workers from 2007and 2017 through the IPPIS policy.

The IPPI Spolicy is likely to offer the society if properly implemented and managed, it will go a long way in eradicating ghost workers and double-dealings in the Nigeria public service.

IX. Recommendations

It is critical to address the issue of ghost worker fraud and take essential measures to prevent it.

- Inorder to thwart ghost workers in Nigeria public service a proper implementation of payroll policies should be taken by the Nigeria government, that is to ensure the payroll policies are written in place and up-to-date, this will ensure there are proper protocols for payroll processes and ensure that workers familiarize themselves with it.
- Government should see that whenever an employee resign, or has been terminated, or demised they must ensure that their records are properly updated, the national Assembly under the law must be sure that employers maintain records for employees who have left the service for at least four years. Ideally, to ensure that the employee roster is constantly updated and conduct frequent audits to prevent the possibility of ghost workers in the system.
- The general principle of control in the payroll department is evident amongst many of the best practices of payroll standards. Payroll systems should never be solely handed by one employee. For instance, the employee running the system should be different from the approving the payroll. Rotation of the responsibility of payroll operations between a numbers of people to reduce any opportunity for fraudulent activities. It is difficult to entirely eliminate ghost worker fraud, implementing stringent controls and frequent checks can reduce the risk of such payroll fraud and save the organization on unnecessary monetary losses and time

X. Suggestions for Further Studies

The federal government and ministry of Science and technology should develop a robust plan for addressing the connectivity issues and also working with galaxy backbone. There is need to focus on the training and retraining of IPPIS personnel on foreign courses that is a single on-off training effort is insufficient, also incentive should be provided for all IPPIS personnel in order not to collaborate or compromising with fraudsters.

References Références Referencias

1. Aderounmu, G.A., Adagunodo, E.R. & Akinde, A.D. (2012). Performance Comparison of Data-Link Control Protocol for Wireless Asynchronous Transfer Mode Network,*International Journal of Computers and Applications.* Vol. 24 (3), Pp. 144-152.
2. Aderounmu, G.A. (2017). Jobs Nowhere but Everywhere: Resolving Nigeria's Crisis through Information Technology, *Inaugural Lecture Series 304*Delivered at Oduduwa Hall, ObafemiAwolowo University, Ile-Ife, Nigeria on Tuesday, 4th July.
3. Agboola, T.O. (2009). Corruption Crusade in Nigeria and the Enforcement of Ethics and Accountability in the New Political Dispensation, *African Journal of Institutions and Development (AJID),* Vol. IV, Nos. 5 & 6, Pp. 119-128.
4. Agboola, T.O. (2016). Service Compact and Service Delivery in Nigeria: An Empirical Study, *International Journal of Politics and Good Governance,* Vol. 7, No. 7, pp.1-26, 3 Quarter III.
5. Aganga, O.A. (2011). The Project Implementation Commenced at the Bureau of Public Service Reforms.*A Paper Delivered at Workshop for Ministries in Abuja.* Pp. 1-10.
6. Anifowoshe, R. (2002). Corruption; A Political Perspective. In M.A. Adejugbe, *Perspectives on Nigeria's Fledgling Fourth Republic*, Lagos: Malthouse Press Ltd, pp. 61-83.
7. Association of Certified Fraud Examiners (2006). *Who are Ghost Employee?* A Paper presented to the World Bank Works. Pp. 1-25.
8. Department of IPPIS, (2012). The Integrated Personnel and Payroll Information System (IPPIS), *The World Bank Project.* Pp. 1-12.
9. Eme, O.I., Chukwurah D.C. & Emanuel, N.I. (2015). An Analysis of Pros and Cons Treasury Single Account Policy in Nigeria, *Arabian Journal of Business and Management Review,* Vol. 5, No. 4, Pp. 20-38.
10. Enakirerhi, L.I. &Temile S.O. (2017). IPPIIS in Nigeria: Challenges, Benefits and Prospects, *International Journal of Social Science and Economic Research,* Vol. 2, No. 5, Pp. 3490-3497.
11. Hood C. (1991). A Public Management for all Seasons, *Public Administration,* Vol. 69, No. 1, Pp. 4-5.
12. Idris, H, Adaja J. &Audu J.S. (2015). Integrated Personnel Payroll and Information System (IPPIS) Panacea for Ghost Workers Syndrome in Nigerian Public Service. *International Journal of Public Administration and Management Research.*Vol. 2, No. 5, Pp. 55-64.
13. Kinyeku, C. (2015). *Adoption and Implementation of Integrated Personnel and Payroll Database in Kenya Government Ministries,* A Research Project

© 2018 Global Journals

Submitted to the Department of Business Administration, University of Nairobi. Pp. 10-11.
14. Letswa, A.M. & Egwuem, V. (2013). Corruption and the Challenges of Democratic Governance in Nigeria.*Journal of Public Administration,* Vol. 3, No. 1. Pp. 67-95.
15. Mede, J. (2016). Nigeria's Experience with Identity System for Civil Service Reform: *A Paper Presented at the Id for Africa Annual Meeting* – Rwanda, Pp. 1-13.
16. Ojo, F. (2006). *Personnel Management: Theories and Issues,* Lagos: Allied Emant Company.
17. Okonjo-Iweala, F. (2011). IPPIS Application, A Paper Delivered at Workshop for Ministries in Abuja. Pp. 1-12.
18. Olaopa, T. (2008).*Theory and Practice of Public Administration and Civil Service Reforms in Nigeria,* Ibadan; Spectrum Books Limited.
19. Public Service Institute of Nigeria, (2011).*Integrated Payroll and Personnel Information System: Public Service Reforms in Nigeria*, Abuja: Public Service Institute of Nigeria.
20. The Nation, (2017).US Seeks Forfeiture of $100m Laundered for Diezani. *The Nation.* Vol. 011, No. 4025, Pp. 7, 8 & 40.
21. The Punch, (2016). Nigerian Government Removes 23, 846 "Ghost" Workers from Payroll. *The Punch,* Vol. 10, No. 2321, Pp. 5.
22. The World Bank, (2016).*The Integrated Personnel and Payroll Information System (IPPIS),* New York: World Bank Project. http://www.vanguardngr,com/2016/12/fg-revenue-50000-ghost-workers-payroll

© 2018 Global Journals

This page is intentionally left blank

Early View

© 2018 Global Journals

Global Journal of human-social science: H Interdisciplinary
Volume 18 Issue 2 Version 1.0 Year 2018
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460X & Print ISSN: 0975-587X

Determinant Factors for Couple Communication and Marital Stability among Adults in Assela Town, Oromia Region, Ethiopia

By Muna Suleyiman & Atinkut Zewdu
Ambo University

Abstract- The aim of the present study was to assess the determinant factors of couple communication and marital stability among adults in Assela Town, Oromia Region, Ethiopia. Community-based cross-sectional survey research design was used. Proportionately stratified sampling along with simple random sampling technique was employed to recruit 390 respondents from 8 kebeles in Assela Town. Apart from the interview, Marital Communication Questionnaire (MCQ) and Marital Stability Questionnaire (MSQ) was employed to measure the status of marital communication and marital stability respectively. Descriptive statistics (percentage, mean and standard deviation), independent sample t-test, ANOVA, and Pearson correlation coefficient were used to analyze the data. Findings indicated that the independent sample t-test result shows that sex of respondents had statistically significant mean difference in marital communication ($t(388) = 6.868$, $p < 0.05$) and marital stability ($t(388) = 3.966$, $p < 0.05$) respectively. In this study, ANOVA result revealed that educational status ($F(3,386) = 357.877$, $p < 0.05$), length of stay in marriage ($F(3,386) = 62.437$, $p<0.05$) and age ($F(2,387) = 24.524$, $p < 0.05$) had statistically significant effect on respondents' marital communication.

Keywords: *couple communication, marital stability, marriage.*

GJHSS-H Classification: *FOR Code: 740101*



Strictly as per the compliance and regulations of:

© 2018. Muna Suleyiman & Atinkut Zewdu. This is a research/review paper, distributed under the terms of the Creative Commons Attribution-Noncommercial 3.0 Unported License http://creativecom-mons.org/licenses/by-nc/3.0/), permitting all non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

Determinant Factors for Couple Communication and Marital Stability among Adults in Assela Town, Oromia Region, Ethiopia

Muna Suleyiman [α] & Atinkut Zewdu [σ]

Abstract- The aim of the present study was to assess the determinant factors of couple communication and marital stability among adults in Assela Town, Oromia Region, Ethiopia. Community-based cross- sectional survey research design was used. Proportionately stratified sampling along with simple random sampling technique was employed to recruit 390 respondents from 8 kebeles in Assela Town. Apart from the interview, Marital Communication Questionnaire (MCQ) and Marital Stability Questionnaire (MSQ) was employed to measure the status of marital communication and marital stability respectively. Descriptive statistics (percentage, mean and standard deviation), independent sample t-test, ANOVA, and Pearson correlation coefficient were used to analyze the data. Findings indicated that the independent sample t-test result shows that sex of respondents had statistically significant mean difference in marital communication ($t(388) = 6.868$, $p < 0.05$) and marital stability ($t(388) = 3.966$, $p < 0.05$) respectively. In this study, ANOVA result revealed that educational status ($F(3,386) = 357.877$, $p < 0.05$), length of stay in marriage ($F(3,386) = 62.437$, $p<0.05$) and age ($F(2,387) = 24.524$, $p < 0.05$) had statistically significant effect on respondents' marital communication. Cognizant of these facts, it was also revealed that there were statistically significant mean differences between respondents' educational status ($F(3,386) = 32.468$, $p < 0.05$), length of stay in marriage ($F(3,386) = 19.569$, $p<0.05$) and age ($F(2,387) = 6.548$, $p < 0.05$) on marital stability. Also, Pearson correlation coefficient result shows that there was a strong positive correlation between couple communication and marital stability scores ($r = 0.842$, $p < 0.05$). To sum up, couple communication influenced marital stability. Therefore, the counselors shall provide the provision of marital counseling to couples before and after marriage. Hence, marriage seminars and symposia shall be persistently

Keywords: couple communication, marital stability, marriage.

I. Introduction

Marriage is the state of being united with a person of the opposite sex as husband or wife; the institution whereby men and women are joined in a particular kind of social and legal dependence for founding and maintaining a family (Gove, 1986). From a societal level of analysis, the institution of marriage represents all the behaviors, norms, roles, expectations, and values that are associated with the legal union of a man and woman. Marriage is considered to represent a lifelong commitment by two people to each other, and it signified by a contract sanctioned by the state. It thus involves legal rights, responsibilities, and duties that are enforced by both secular and sacred laws (Esere, 2008).

Marriage involves emotional and legal commitment that is quite important in any adult life. This relationship usually needs some contract which defines the partners' rights and obligations to each other. The usual roles and responsibilities of the husband and wife include living together, having sexual relations with one another, sharing economic resources, and recognizing as the parents of their children (Encarta, 2007). Intimate relationships constitute an important source of happiness, support, health, and well-being in our lives (Diener, Suh, Lucas, & Smith, 1999; Diener, Gohm, Suh, & Oishi, 2000; Coyne et al., 2001; Robles, Slatcher, Trombello, & McGinn, 2014). On the other hand, relationship strain has been shown to have negative effects on men's and women's health across the life course (Umberson, Williams, Powers, Liu, & Needham, 2006).

When people make choices to marry; they want to live happily ever after. They want a loving, happy, and successful marriage. After they have married for a while, and the novelty has worn off, they tend to discover that marriage does not maintain itself. Marriage takes work from both spouses to stay (Angel, 2008). Marriage depends on many different things to be successful: trust, love, time, friendship, understanding, honesty, loyalty sincerity and above all effective communication (Esere, Yusuf, and Omotosho: 2011). Although marriage has clear implications for individuals' general sense of well-being, the essence of the marital relationship lies in the day-to-day interactions in which married couples engage.

Marital separation, divorce, and remarriage are common phenomena in Ethiopia and elsewhere all over the world. One of the factors responsible for these anomalies is effective communication problem which couples encounter some years after the inception of the union (Maciver, 2004). Communication is any process in which people share information, ideas and feelings which involve not only the spoken and written word but

Author α: Department of Early childhood Care and Education, Ambo University, Ambo, Ethiopia. e-mail: munasulii@gmail.com
Author σ: Department of Psychology, Ambo University, Ambo, Ethiopia.

© 2018 Global Journals

also body language, personal mannerisms, and style (Hybels & Weaver, 2001). Ledermann et al (2010) reported that marital communication is as a constant exchange of information of messages between the two spouses by speech, letter writing, talking on the telephone, the exhibition of bodily or facial expression, and other methods as well verbal and non-verbal. Communication processes within couples are considered to be crucial for the positive or negative development of dyadic relationships over time and to be a key determinant of relationship functioning (Karney & Bradbury, 1995; Schmitt, Kliegel, & Shapiro, 2007).

Olson and Defrain (2000) have considered communication as the heart of intimate human relationship and the foundation on which all other relationships built; they also assert that it is the key to a successful couple relationship. In fact, the ability and the willingness to communicate have been found to be among the most significant factors in maintaining a relationship (Ekot & Usoro, 2006; Anyakoha & James, 2004). More and more marital failures blamed on the inability of couples to communicate effectively (Orthner, 1981).

In many empirical studies, the effects of socio-demographic variables on marital communication have been studied in developed and developing country intensively. These studies found that sex (Holmstrom, 2009; Wood, 2011; Esere, Yusuf & Omotosho, 2011; Jon Warner, 2013), educational status (Blood & Wolfe, 1960; Olson & Fowers, 1993; Heaton , 2002; Usoroh, Ekot, & Inyang, 2010; Goodwin Mosher & Chandra, 2010), length of stay in marriage (Awe, 1996; Esere et al, 2011), age (Levenson, Carstensen, & Gottman, 1993,1994; Carstensen, Gottman, & Levenson, 1995) were the significant predictors of marital communication among couples.

Effective communication is vital in marriage relationship and ineffective communication can lead to numerous family problems, including excessive family conflict, ineffective problem-solving skill, lack of intimacy, weak emotional bonding and so on (Esere, 2002, 2006). Likewise, poor communication style also associated with an increased risk of divorce and marital separation (Esere, 2008). The trend of divorce is getting worse in Ethiopia. For instance, Tilson and Larsen (2000) study in Ethiopia shows that forty-five percent of all first marriage end in divorce or separation within thirty years, 28% of first marriages within the first five years, 34% within ten years and 40% within twenty years.

Lewis and Spanier (1979) in a review of the literature found that communication skills such as self-disclosure, an accuracy of nonverbal communication, the frequency of successful communication, understanding between spouses and empathy were positively related to relationship quality and stability. Conversely, destructive communication such as criticism, defensiveness, contempt and stonewalling were all found to be significantly and negatively correlated with marital firmness and set a couple on a course toward divorce (Gottman & Levenson, 1992).

Marital stability is a function of the comparison between one's best available marital alternative and one's marital outcome (Lenthal, 2009). There is no plan to divorce in stable marriage. In contrast, marital instability is the propensity to divorce, which is determined by the presence of thoughts or actions which may lead to marital separation. A stable marriage, therefore, is that in which spouses enjoy healthy relationship; one in which a spouse is a source of emotional support, companionship, sexual gratification and economic support for the other (Adesanya, 2002). Along with this, Santrock (2006) study in this area reported that individuals who enjoy happy and stable marriage live longer and healthier lives than either divorced individuals or those who have unhappy and unstable marriages.

Several studies have been conducted which examined the effects of socio-demographic variables on marital stability in marriage. These studies reported that sex (Amato, Johnson, &Rogers, 2003; Basat, 2004; Jose & Alfons, 2007), length of stay in marriage (Orden and Bradburn, 1968; Carlson & Stinson, 1982; Ogidan, 1991; Karney & Bradbury 1995; Carstenson, Graff, Levenson & Gottman, 1996), educational status (Johnson and Booth, 1990; Olson & Fowers, 1993; Karney and Bradbury, 1995; Basat, 2004, Guo and Huang, 2005; Usoroh, Ekot, & Inyang, 2010), age (Vakili, Baseri, Abbasi, Bazzaz, 2014; Reyhani & Ajam, 2003; Delkhamoush, 2009, and Kulu, 2014)) had a statistically significant mean effect on marital stability among couples.

Most noticeably, many researchers have attempted to assess the relationship between couple communication and marital stability (Filanli, 1984; Schwartz and Scott, 1994; Allen and Olson, 2001; Edward, 2001; Mirahmadizadeh, Amroodi, Tatabai & Shafieian, 2003 and Imhonde, Aluede & Ifunanyachukwu, 2008).These study finding result confirmed that open and rewarding communication whether verbal or non-verbal was essential for marital stability. Along with this, effective communication is the key to intimacy and family interaction and is the lifeblood of marital stability. Moreover, Karney and Bradbury (1995) study result displayed that better communication is related to better stability, whereas ineffective communication related with poor relationship satisfaction and instability.

In spite of all these, however, not much has been done on the determinant of spousal communication and marital stability. In this study area, the researchers have observed that marital instability and divorce have been highly prevalent that produce the depressing multiplier effect on the society. Due to this, couples in Asella town have faced severe challenges in

© 2018 Global Journals

nurturing their children, which may lead to higher rate of juvenile delinquency in the society. Lack of enough attention to the problem of couples can result in the long-term, far-reaching negative consequences for the community and nation at large. For this reason, the present research analyzes the determinant factors of couple communication and marital stability among adults in Assela Town. Therefore, this study was intended to address the following research questions:

1. Is there any statistically significant difference in couple communication across demographic variables?
2. Is there any statistically significant difference in marital stability across demographic variables?
3. Is there any significant relationship between couple communication and marital stability?

II. Materials and Methods

a) Study Design

The aim of this research was to assess the determinant factors of couple communication and marital stability among adults in Assela Town, Oromia Region, Ethiopia. Therefore, community-based cross-sectional survey research design was employed.

b) Study Area

The researchers conducted this study in Assela Town, Oromia regional state, Ethiopia. Asella is a town and separate woreda in central Ethiopia. Located in the Arsi Zone of the Oromia Region about 175 kilometers from Addis Ababa, this city has a latitude and longitude of 7°57′N 39°7′E, with an elevation of 2,430 meters. Asella was the capital of Arsi province until that province was demoted to a Zone of Oromia with the adoption of the 1995 Constitution. It retains some administrative functions as the seat of the present Arsi Zone. The 2007 Ethiopia national census reported a total population for Asella of 67,269, of whom 33,826 were men and 33,443 was women. The majority of the inhabitants said they practiced Ethiopian Orthodox Christianity, with 67.43% of the population reporting they observed this belief, while 22.65% of the population was Muslim, and 8.75% of the population were Protestant. Hence, this study was conducted in eight kebeles of Assela town.

c) Sampling and Sample Size Determination

The target population of this study was all currently married, divorced, separated and widowed adults. According to the Assela city administration office, 3258 couples have registered as married until April 30/2013 among whom 278 couples legally divorced by Assela woreda court. Proportionately stratified sampling technique was employed to determine the number of participants across study sites and age. 384 participants were randomly selected from 8 kebeles in Assela Town. Also, 10% of respondents were also added for non- response rate. However, data collectors could collect 390 correctly filled questionnaires. The researchers discarded 32 questionnaires for incompleteness. Due to this, the study analysis was done based on the response of 390 study participants. Simple random sampling was used to recruit participants from each study sites. Besides, six core government stakeholders in the different level and 12 couples were also selected by using available sampling technique for interview purpose.

d) Variables

Dependent variables of the study were couples' communication and marital stability. The primary independent variables for this study were demographic characteristics of couples including their sex, age, educational status and length of stay in marriage.

e) Data Collection Instruments

Full-scale pre-established questionnaires were used to gather the required data from samples. Ultimately, the questionnaires had three sections where the first part collects data on respondents' demographic characteristics including sex, age, educational status and length of stay in the marriage. The second part was marital communication questionnaire (MCQ) to assess the couples' communication. Finally, Marital Stability Questionnaire (MSQ) was employed to measure the status of couple's marital stability.

f) Marital Communication Questionnaire (MCQ)

The Marital Communication Questionnaire (MCQ) is a 19-item scale (see Bodenmann, 2000) based on the affective communication categories identified by Gottman (1994) that assesses perceptions of positive and negative problem-solving behaviors. Items are administered on a 6-point scale ranging from 1 (*never*) to 6 (*very often*). Factor analysis revealed two factors, representing 6 positive behaviors (e.g., I am actively interested and curious about what my partner is telling me; I validate my partner's opinion and feelings; I try to understand my partner; I search for constructive solutions with my partner) and 13 negative behaviors (e.g., I insult my partner; I criticize my partner; I deny responsibility or blame my partner; I react with a whining quality in my voice; I withdraw from communication). The validity of the MCQ has been documented. Cronbach's Alpha of the subscale of negative communication was α=.91 for women and α=.92 for men, and for the subscale of positive communication α=.89 and α=.88, respectively. The questionnaire is correlated with the Marital Communication Inventory (MCI) by Bienvenu (1971), with r = .84 (Bodenmann, 2000).

g) Marital Stability Questionnaire (MSQ)

The researchers used the adapted version of Marital Stability Questionnaire (MSQ) which was developed by Booth, Johnson, & Edwards, (1983) and later modified by Vakili, Baseri, Abbasi, and Bazzaz (2014) for assessing the status of the marital instability

© 2018 Global Journals

of couples. The adapted items for the Marital Stability Questionnaire (MSQ) were also derived from a review of the literature. The original tool has 19 items with Likert scale (from five (never) to one (always) scores). The higher score this scale indicated the highest level of stable marriage and the lower score suggested the lowest level of marital stability. Face validity was established through sociologists, social workers, and psychologists agreeing that the items were relevant to measure couples' marital instability. The reliability of the tool was found to be 0.819 (Sanai, Alaghband, Falahati, and Hooman, 2007).

h) Pilot Test

The pilot study was conducted in Bekoji town, Arisi Zone, Oromia Region, Ethiopia, by taking 65 couples randomly. Before collecting the final data, the tools were translated into Amharic and Afan Oromo language. The translation consistencies of the instruments were also examined by three language experts from Addis Ababa University. Content validity of the English, Amharic and Afan Oromo language version was assessed by two developmental psychologists from Addis Ababa University. The content validity of the measuring instrument was determined by giving the questionnaires to experts in the department of psychology. The experts made corrections and suggestions which were taken into consideration while producing the final draft of the questionnaires. Based on the comments of the experts, changes were made in the wording of three couple communication and one marital stability items. In the pilot study, the reliabilities of the tools were found to be 0.891 and 0.874 for couples communication and marital stability respectively. The consensus of the experts was that the instruments measure what it purports to measure and was therefore adjudged adequate for the study. These tools were adjudged high enough for the instrument usability.

i) Data Collection Procedures

Eight supervisors were dispatched in which one supervisor for each study site was assigned to collect data for the study. The role of supervisors was to train data collectors, oversee participant recruitment and data collection and checking and controlling data quality. A total of 16 data collectors with at least a diploma level training mainly in the social sciences were recruited. Half- day training was provided for the data collectors on the purpose of the study, the contents of the data collection instruments, ethical matters, and on how to recruit and approach participants. Data collectors went door to door in areas where couples were available via the guidance of key informants in each locality. The data collection process was directly followed-up by the supervisors.

j) Data Analysis

Descriptive statistics including percentages, mean and standard deviation were used to describe the determinants of couple communication and marital stability. Also, ANOVA and independent sample t-test were used to examine if there was any statistically significant difference in couple communication and marital stability across their sex, age, educational status and length of stay in the marriage. Pearson correlation coefficient was also employed to assess the relationship between couples' communication and marital stability. All data were analyzed using Statistical Package for Social Science (SPSS) for window version 20.

k) Ethical Consideration

Oral as well as written informed consent was secured from the respondents. In addition, written permission was obtained from the respective officials of the institutions and organizations where the respondents were recruited based on an official request letter issued by Addis AbabaUniversity.

III. Result

Table 1: Demographic Characteristics of the Respondents

Variable	Categories	Frequency	Percent
Sex	Male	216	55.4
	Female	174	44.6
Age	18-39 years old	188	48.2
	40-59 years old	130	33.3
	60 years old and Above	72	18.5
Marital status	Married	342	87.7
	Separated	34	8.7
	Divorced	14	3.6
Length of stay in	1-5 years	131	33.6
marriage	6-10 years	52	13.3
	11-15 years	128	32.8
	More than 15 years	79	20.3
Educational status	Illiterates	80	20.5
	Grade 1-8	81	20.8
	Grade 9-12	76	19.5
	Diploma and above	153	39.2

© 2018 Global Journals

As can be seen from table 1, out of 390 respondents, 216 (55.4%) were males, and 174 (44.6%) were female respondents. Most of the respondent's age 188 (48.2%) ranges between 18-39 years old, followed by 130 (33.3%) respondents whose age ranges from 40-59 years old and 72 (18.5%) were late adults whose ages ranged 60 years old and above. The mean age of the respondents was 38.87 (SD =15.876) where the minimum and maximum ages are 21 and 78 respectively. Regarding length of stay in marriage, out of 390 respondents, most 131 (33.6%) of respondents had lived in the marriage from 1-5 years, followed by 128 (32.8%) respondents whose length of stay in marriage ranges from 11- 15 years. The rest 79 (20.3%) and 52 (13.3%) of respondents whose length of stay in marriage were more than15 years and respondents whose length of stay in marriage ranges from 6-10 years had lived together respectively. Finally, about educational status, out of all respondents, 153 (39.2%), 81 (20.8%), 80 (20.5%) and 76 (19.5%) had found to be diploma and above, grade 1- 8, illiterates and grade 9-12respondents respectively.

a) Comparison of Marital Communication across Demographic Variable of Respondents

Table 2: Mean Difference between sex of respondent on marital communication

Variable	Category	N	M	SD	t-value	p-value
Sex	Male	216	79.95	29.655	6.868	.000
	Female	174	98.02	20.079		

M= Mean, SD= Standard Deviation, alpha level= 0.05

As can be designated in table 2, the independent sample t-test result shows that there was statistically significant mean difference in marital communication between male and female respondents (t (388) = 6.868, p < 0.05). Here, the mean score of marital communication for female respondents (M=98.02, SD=20.079) was higher than male respondents (M=79.95, SD=29.655). This result implies that female respondents were better in marital communication than males.

Table 3: ANOVA of the effect of respondents' age, length of stay in marriage and educational status on marital communication

Variable	Category	N	M	SD	F	p-value
Educational Status	Illiterate	80	43.30	14.267	375.877	.000
	Grade 1-8	81	90.20	15.497		
	Grade 9-12	76	95.93	16.647		
	Diploma and above	153	106.30	10.867		
Length of stay in marriage	1-5 years	131	66.38	31.452	62.437	.000
	6-10 years	52	96.94	13.013		
	11-15 years	128	96.86	15.492		
	>16 years	79	103.67	18.854		
Age	18-39 years old	188	79.34	32.101	24.524	.000
	40-59 years old	130	92.24	19.429		
	60 years and above	72	103.01	15.127		

As can be seen from table 3, educational status of respondents had the statistically significant effect (F (3,386) = 357.877, p < 0.05) on marital communication. Along with this, the mean marital communication score of respondents with a diploma and above (M= 106.3, SD=10.867) was higher than illiterate respondents (M= 43.30, SD=14.267), 1-8 graders (M=90.20, SD=15.497) and 9-12 graders (M=95.93, SD=16.647). This result indicates that the higher the educational status of the respondent, the better the marital communication will be. In the same fashion, the Bonferroni post hoc result demonstrated that highly significant marital communication score mean differences were reported among respondents with a diploma and above (p < 0.05) and illiterate respondents (p <0.05) than 1-8 graders (p < 0.05) and 9-12 graders (p < 0.05). However, insignificant marital communication differences were obtained between 1-8 graders as compared to 9-12 graders (p > 0.05).

Moreover, table 3 also tell us that length of stay in marriage had the significant mean effect on marital communication (F (3,386) = 62.437, p<0.05). Likewise, the mean marital communication score of respondents who had lived together in marriage for more than 16 years and above (M= 103.67, SD=18.854) was higher than respondents who had lived together in marriage from 1-5 years (M= 66.38, SD=31.45), respondents whose length of stay in marriage ranges from 6-10 years (M=96.94, SD=13.01) and respondents whose length of stay in marriage ranges from 11- 15 years (M=95.93, SD=16.647). This result shows that the more couples lived together in marriage for extended period, the more

© 2018 Global Journals

couples communicate effectively. Concurrently, the Bonferroni post hoc result demonstrated that highly significant marital communication score mean differences were reported among respondents whose length of stay in marriage ranges 1-5 years ($p < 0.05$) than respondents whose length of stay in marriage ranges from 6- 10 years ($p < 0.05$) and respondents whose length of stay in marriage ranges from 11- 15 years ($p < 0.05$). However, insignificant marital communication differences were obtained between respondents whose length of stay in marriage ranges from 6-10 years as compared to respondents whose length of stay in marriage ranges from 11- 15 years ($p > 0.05$).

In addition, table 3 also shows that the mean score of marital communication for respondents whose age were 60 years old and above (M= 103.01, SD=15.27) were higher than respondents whose age ranges from 18-39 years old (M= 79.34, SD= 32.101) and respondents whose age ranges from 40- 59 years old (M= 92.24, SD= 19.429) and the difference was statistically significant ($F(2,387) = 24.524$, $p < 0.05$). Correspondingly, the Bonferroni post hoc result revealed that there was significant marital communication score mean differences among respondents whose age were 60 years old and above ($p < 0.05$), respondents whose age ranges from 18-39 years old ($p < 0.05$) and respondents whose age ranges from 40-59 years old ($p < 0.05$).

b) Comparison of Marital Stability across Demographic Variable of Respondents

Table 4: Mean Difference between sex of respondent on marital stability

Variable	Category	N	M	SD	t-value	p-value
Sex	Male	216	34.23	10.281	3.966	.000
	Female	174	38.02	8.106		

As can be designated in table 4, the independent sample t-test result shows that there was statistically significant mean difference in marital stability between male and female respondents ($t(388) = 3.966$, $p < 0.05$). Hence, the mean score of marital stability for female respondents (M=38.02, SD=8.106) was higher than male respondents (M=34.23, SD=10.281). This result implies that female respondents confirmed their marriage as stable than males.

Table 5: ANOVA of the effect of respondents' age, length of stay in marriage and educational status on marital stability

Variable	Category	N	M	SD	F	p-value
Educational Status	Illiterate	80	27.53	11.659	32.468	.000
	Grade 1- 8	81	38.13	8.468		
	Grade 9- 12	76	38.84	8.468		
	Diploma and above	153	37.69	6.568		
Length of stay in marriage	1-5 years	131	31.25	10.956	19.569	.000
	6-10 years	52	40.25	8.642		
	11-15 years	128	37.18	7.136		
	>16 years	79	38.78	7.936		
Age	18-39 years old	188	34.21	11.140	6.548	.002
	40-59 years old	130	38.04	7.562		
	60 years and above	72	36.55	7.249		

As can be seen from table 5, educational status of respondents had a statistically significant effect ($F(3,386) = 32.468$, $p < 0.05$) on marital stability. Along with this, the mean marital stability score of respondents whose educational level ranges from grade 9-12 (M= 38.84, SD=8.468) was higher than respondents whose educational level ranges from grade 1-8 (M=38.13, SD=8.468), diploma and above (M=37.69, SD=6.568) and illiterate respondents (M= 27.53, SD=11.659). This result indicates that illiterate respondents were highly vulnerable to marital instability than literate respondents. Correspondingly, the Bonferroni post hoc result demonstrated that highly significant marital stability score mean differences were reported among illiterate respondents ($p < 0.05$) than 1-8 graders ($p <0.05$), 9-12 graders ($p < 0.05$) counter parts. However, there was insignificant marital stability differences between 1-8 graders compared to 9-12 graders ($p > 0.05$) and diploma and above ($p > 0.05$) counterparts.

Moreover, table 5 also informed that length of stay in marriage had significant mean effect for marital stability ($F(3,386) = 19.569$, $p<0.05$). Likewise, the mean marital stability score of respondents whose length of stay in marriage ranges from 6 - 10 years

© 2018 Global Journals

above (M= 38.78 SD=7.936), respondents whose length of stay in marriage ranges from 11-15 years (M=37.18, SD=7.136) and respondents whose length of stay in marriage ranges from 1-5 years (M= 31.25, SD=10.956). This result implies that those respondents whose length of stay in marriage was less than five years were highly vulnerable to marital instability. Concurrently, the Bonferroni post hoc result demonstrated that highly significant marital stability score mean differences were reported among respondents whose length of stay in marriage ranges 1-5 years ($p < 0.05$) than respondents whose length of stay in marriage ranges from 6- 10 years ($p < 0.05$) and respondents whose length of stay in marriage ranges from 11-15 years ($p < 0.05$). However, insignificant marital stability differences were obtained between respondents whose length of stay in marriage ranges from 6-10 years as compared to respondents whose length of stay in marriage ranges from 11- 15 years and respondents whose length of stay in marriage were 16 years and above ($p > 0.05$).

In addition, table 5 also illustrated that the mean score of marital stability for respondents whose age ranges from 40-59 years old (M= 38.04, SD= 7.562) were higher than respondents whose age were 60 years old and above (M= 36.55, SD=7.249) and respondents whose age ranges from 18-39 years old (M= 34.21, SD= 11.14) and the difference was statistically significant ($F(2,387) = 6.548$, $p < 0.05$). Hence, respondents in early adulthood period were significantly vulnerable for marital instability. Correspondingly, the Bonferroni post hoc result revealed that there was highly significant marital stability score mean differences among respondents whose age ranges from 18- 39 years old as compared to respondents whose age ranges from 40-59 years old ($p < 0.05$). However, least significant marital stability mean differences were obtained among respondents whose age were 60 years old and above ($p > 0.05$) as compared to respondents whose age ranges from 18-39 years old ($p < 0.05$).

c) *Correlation between Couple Communication and Marital Stability*

Table 6: The relationship between couple communication and marital stability (N=390)

		Marital Stability
Couple Communication	Pearson Correlation	0.842
	Sig. (2-tailed)	0.000

As can be shown from table 6, the result of Pearson correlation coefficient shows that there was strong positive correlation between couple communication and marital stability scores ($r = 0.842$, $p < 0.05$). This implies that as marital communications between couples improve, their marriage is more likely stable in which those couples who communicate openly and freely can resolve their problems. Due to this, effective communication is essential in stabilizing a marriage.

IV. Discussion

The objective of this research was to assess the determinant factors for couple communication and marital stability among adults in Assela Town, Oromia Region, Ethiopia. In the present study, the finding revealed that female respondents were better in marital communication than males. This result was consistent with the finding of Esere, Yusuf & Omotosho (2011) who found that there was the significant difference in the perception of respondents in the influence of spousal communication in marriage by gender. Also, this result was supported by the study of Jon Warner (2013) who found that women were better communicators than men in marriage. Warner also suggests that women's capacity to listen with empathy was superior to men's capacity on average, with females being more prone to wait and let men finish their sentences, not interrupt so often in general and better paraphrase and summarize what has been said, as appropriate. A similar study finding was also recorded by Wood (2011) and Holmstrom's (2009). Wood (2011) finding also claimed that females are always worrying about how the other person will feel during their interaction, while males typically care only about their social status. Also, similar to the present finding, Thune et al. (1980) affirms male communicate to be geared toward instrumental ends, while females communicate for emotional connections with others.On the other hand, the finding of the present study contradicts with the finding of Usoroh, Ekot, & Inyang (2010) who found that sex of respondents do not significantly influence the respondents' communication styles.

In this study, educational status of respondents had a statistically significant effect on marital communication. The result of this study was pertinent with the finding of Olson & Fowers (1993) and Usoroh, Ekot, & Inyang (2010) who identified higher education as a factor contributing to effective communication that facilitated marital stability. Congruently, this study yields a consistent result with previous research findings of Blood and Wolfe(1960), Heaton (2002) and Goodwin Mosher & Chandra, (2010). These previous study confirmed that the more years of schooling, the lower the divorce rate found.

In this study, length of stay in marriage had a significant effect on marital communication. This result was consistent with the finding of Esere, Yusuf & Omotosho, (2011) who found that there was significant difference in the perception of respondents on the influence of spousal communication on marriage by length of years in marriage. Similarly, Awe (1996) found

© 2018 Global Journals

that there was a significant difference in the marital communication between spouses who were long married and recently married. Awe claimed that the first two to five years are the most critical period in which couples begin to learn about their differences. However, this result was inconsistent with the finding of Usoroh, Ekot, &Inyang (2010) who found that length of stay in marriage does not significantly influence marital communication of respondents.

The present study found that the mean score of marital communication for those whose age was 60 years old & above was higher than those whose age ranged from 18-39 years old. The differences were also statistically significant. Some studies have shown that communication behavior differs across age groups. For instance, findings indicate that older couples, compared to middle-aged couples, express less negative emotions, are more affectionate, and are less physiologically aroused during discussions (Levenson, Carstensen, & Gottman, 1994; Carstensen, Gottman, & Levenson, 1995). Furthermore, there seems less potential for conflict and more potential for pleasure in older couples than in middle-aged couples (Levenson, Carstensen, & Gottman,1993).

Regarding to marital stability, the result of this study designated that sex had a significant effect in which the mean score of marital stability for female respondents was higher than male respondents. This finding was consistent with the finding of Amato, Johnson, & Rogers, (2003), Basat (2004) and Jose and Alfons (2007) who found that sex of respondent had a significant effect on marital stability. Contrary to the present finding, Renaud et al. (1997) and Hamamci (2005), Christensen et al. (2006) study finding disclosed that sex was not a significant predictor for marital satisfaction and stability.

In our study, it was found that length of stay in marriage had a significant effect on marital stability. Respondents whose length of stay in marriage was less than five years were highly vulnerable to marital instability. This result was consistent with the study of Orden and Bradburn, (1968); Carlson & Stinson, (1982); Ogidan (1991); Karney & Bradbury (1995); Carstenson, Graff, Levenson & Gottman (1996). However, this study result yields contradicting with the previous research findings conducted by Fried & Stern (1948); Bossard & Boll (1955); Lipman (1961); Rollins & Feldman (1970); Stinnett et al. (1970, 1972); Rollins & Cannon (1974);Spanier, Lewis & Cole (1975) and Jose &Alfons (2007).These research results typically stated that there was no a significant difference between marital stability and length of stay in the marriage. Besides, Guo and Huang (2005) study result claimed that length of stay in marriage was unrelated withmarital satisfaction and stability.

The result of the current study illustrated that educational status had a statistically significant effect on marital stability by which illiterate respondents were highly vulnerable to marital instability than literate respondents. This study finding was similar with Johnson and Booth, (1990); Olson & Fowers (1993); Karney and Bradbury, (1995); Basat(2004); Guo and Huang (2005); Usoroh, Ekot, & Inyang (2010) who found that the higher level of education predicts greater marital stability. However, the finding was inconsistent with the previous study conducted by Cherlin, (1979); Janssen et al., (1998); Kalmijn, (1999) and Jose & Alfons, (2007) who found that higher education levels positively correlated with marital instability.

The result of this research clarified that age of respondents had a statistically significant effect on marital stability. The mean score of marital stability was lower for respondents whose age ranges from 18-39 years old. This result indicated the importance of supporting and strengthening the modalities for the marital relationship in this sensitive period. This outcome was similar to the study of Vakili, Baseri, Abbasi & Bazzaz, (2014) who admitted that age of respondents was identified as predictors of marital instability. Hence, the previous studies showed the marriage age as an affecting factor in the marital stability, which the age groups of 20-40 years were more susceptible to marital instability (Reyhani & Ajam, 2003; Delkhamoush, 2009 and Kulu, 2014). However, this result was not consistent with the previous research outcome of Gilford (1986) and Hill (2008) who argued that there was no relationship between age and marital stability.

The finding of the present study revealed that strong positive relationship between couple communication and marital stability was observed. The finding of the present study yields pertinent with the previous study conducted by Filanli (1984); Schwartz and Scott (1994); Allen & Olson (2001); Edward (2001); Mirahmadizadeh, Amroodi, Tatabai & Shafieian (2003) and Imhonde, Aluede & Ifunanyachukwu, (2008).These previous study result confirmed that open and rewarding communication whether verbal or non-verbal was essential for marital stability. Along with this, effective communication is the key to intimacy and family interaction. Moreover, Karney and Bradbury (1995) study result displayed that better communication is related to better stability, whereas ineffective communication is associated with marital instability. Besides, this study result was similar with various previous findings including Holman & Brock (1986); Metts & Cupach (1986); Gottman & Krokoff (1989); Fowers (1990); Burleson & Denton, (1997); Ledermann, Bodenmann, Rudaz, and Bradbury (2010). These studies suggested that effective communication contribute to happy, satisfying and stable marriage. Moreover, according to Idowu and Esere (2007), more than half of the failed relationships were because of communication problem between couples. Ineffective communication style also associated with an increased

© 2018 Global Journals

risk of divorce and marital separation (Esere, 2008). To conclude, the way couples handle their conflicts has a direct impact on distinct relationship outcomes.

V. Conclusion

High quality and supportive relationships are essential to develop healthy individuals in all aspects of life. Effective marital communication is a vital for marriage relationship or any other meaningful relationship. However, the determinations of various principal factors hinder couples' stable relationship. In this study, sex, age, educational status and length of stay in marriage had a significant effect on couples' communication. Consistently, the study showed that respondents' sex, age, educational qualification and length of stay in marriage had a significant influence on marital stability. Moreover, this study designated that there was a strong positive relationship between couple communication and marital stability.

VI. Recommendation

Based on the result and conclusion of the study, all concerned bodies, including counseling psychologists, marriage counselors, religious leaders and married couples shall provide the provision of marital counseling to couples before and after marriage in order to have a more stable marital relationship. All concerned governmental, non-governmental and civil society stakeholders shall work hand in hand to improve marriage counseling service for couples. Besides, Asella City administrators in collaboration with government and non- government organizations shall prepare marriage seminar, symposia and panel discussions for couples to raise awareness regarding the factors contributing to couple communication problems and marital instability. Additionally, the regional government in collaboration with researchers, experts, and counselors shall develop the structured system that enables them sustainably carry out critical goals relation to couple communication problems and marital instability. Hence, society particularly the family at large should cooperate to encourage the children to communicate openly and freely at family level.

VII. Limitation and Future Implication

In conducting this study, the usage of a structured instrument, trained data collectors, and supervised field workers to collect data from randomly selected couples decreases the likelihood of the occurrence of bias in the study. However, although the Amharic and Afan Oromo version of the instrument had revealed good reliability and feasibility, it was too hard to be quite sure that the translated tool retained their original psychometric properties in different cultural backgrounds of the study sites. Likewise, the researchers could not discuss this study finding with similar locally available study results. Due to this, it is difficult to generalize to other contexts. In line with this, further investigation would be recommended on the effect of marital support, sexual intimacy, attitude to marriage, love, gender roles and commitment on couple communication and marital stability.

Conflict of Interest

The authors declared no conflict of interest.

Acknowledgment

The authors would like to thank the couples and data collectors of this research genuinely.

References Références Referencias

1. Adesanya, S. A. (2002). Correlates of Marital Stability in South West Nigeria. Unpublished Ph.D Thesis University of Ado Ekiti, Nigeria.
2. Adeyemi, E. (1991). Causes of divorce and separation as perceived by married couples in Tertiary institutions Ilorin metropolis. Unpublished M. Ed. project, University of Ilorin.
3. Allen, W.D. & Olson, D.H. (2001), Five Types of African American Marriages. Journal of Marital and Family Therapy, 27(3): 301 – 314.
4. Amato, P. R., Johnson, A. B., & Rogers, S. J. (2003). Continuity and change in marital quality between 1980 and 2000. Journal of Marriage and Family, 65 (1), 1- 21.
5. Angel. (2008) Mastering interpersonal comm.-unication skills between you and your spouse. New York: sage publications inc.
6. Anyakoha, E. U & James, M. B. (2004). Conflict Resolution Pratices of Couples within families in Borno State of Nigeria. JHER 5, 27-30.
7. Awe, O. O. (1996). *The validity and reliability of martial adjustment scale*.Unpublished PhD thesis, University Of Ibadan, Nigeria.
8. Bienvenu, M.J Sr. An interpersonal communication inventory; the journal of Communication, 1971, 21 (4}, 381-.388.
9. Blood, R.O.Jr., & Wolfe, D.M.(1960) Husband and wives, Glencoe: free press.
10. Bodenmann, G. (2000). Stress und Coping bei Paaren [Stressand coping in couples] Göttingen: Hogrefe.
11. Booth A, Johnson D, Edwards NJ. Measuring marital instability.Journal of Marriage and the Family.1983; 45:387_ 394.
12. Bossard, J. H. & Boll, E. S. (1955). Marital happiness in the life cycle; Marriage and Family Living. 17. 10-14.
13. Burleson, B. R., & Denton, W. H. (1997). The relationship between communication skill and marital satisfaction: Some moderating effects. Journal of Marriage and Family, 59, 884-902.

© 2018 Global Journals

14. Carlson, E & Stinson, K, Motherhood, Marriage Timing NS Marital stability: A Research note. Social Forces, 1982, 61, 258-267.
15. Carstensen, L. L., Gottman, J. M., & Levenson, R. W. (1995). Emotional behavior in longterm.
16. Carstensen, L.L., Graff, J., Levenson, R.W., Gottman, J.M. (1996). Affect in intimate relationships: The developmental course of marriage. In C.Magai& S.H. Mc Fadden (Eds.), Hand book of emotion, adult development and aging (pp 227-247). California: Academic Press.
17. Cherlin, A. (1979). Work life and marital dissolution. In G. Levinger& O.C. Moles (Eds), Divorce and separation: Context, causes and consequences. New York: Basic Books.
18. Christensen, A., Eldridge, K. A., Catta-Preta, A. B., Lim, V. R., &Santagata, R. (2006). Cross-cultural consistency of the demand-withdraw interaction pattern in couples. Journal of Marriage and Family, 68, 1029-1044. doi: 10.1111/j.1741-3737.2006.00311.x
19. Coyne, J. C., Rohrbaugh, M. J., Shoham, V., Sonnega, J. S., Nicklas, J. M., & Cranford, J. A. (2001). Prognostic importance of marital quality for survival of congestive heart failure. *American Journal of Cardiology, 88,* 526–529. doi:10.1016/S0002-9149(01)01731-3
20. Dada, M.F. & Idowu, A.I. (2006). Factors Enhancing Marital Stability as Perceived by Educated Spouses in Ilorin Metropolis. *The Counsellor*, 22:127 – 138.
21. DeGenova, M.K. & Rice, F.P. (2002). *Intimate Relationships, Marriages & Families* (5th Edition). New York: McGraw Hill Companies. 306 pp
22. Delkhamoush MT. Hierarchy of marriagevalues among the Iranian youth. Journalof Family Research. Summer 2009; 5(2)(18): 207-230.
23. Diener, E., Gohm, C., Suh, E., & Oishi, S. (2000). Similarity of the relations between marital status and subjectivewell-being across cultures.Journal of Cross-Cultural Psychology,31, 419 436
24. Diener, E., Suh, E. M., Lucas, R. E., & Smith, H. L. (1999). Subjective well-being: Three decades of progress. Psychological Bulletin, 125, 276–302.
25. Edward, W., (2001). Modern Japan through its weddings. Stanford: University Press.
26. Ekot, M. O & Usoro, C. (2006). Marital Conflict and Resolution Strategies of Couples in Abak Local Government Area of Akwa Ibom State. LaJIS 4, 88-98.
27. Encarta, (2007) Marital relationship between men and women.
28. Esere, M. O. (2008). Communication in marriage relationship. In L.A. Yahaya, M.O. Esere, J. O. Ogunsanmi, & A. O. Oniye (2008). *Marriage, sex and family counselling*. Ilorin: Unilorin Pre Esere, M. O., Yusuf, J. and Omotosho, J. A. (2011). Influence of Spousal Communication on Marital Stability: Implication for Conducive Home Environment. Edo Journal of Counselling.Vol.4, Nos. 1 & 2,
29. Esere, M.O & Idowu, A.I (2007) Lack of effective communication in marital relationship. Esere,M.O. (2008) Communication in marriage relationship. in L.A. Yahaya, M.O. Esere, J. O. Filani, T.O. (1984). An Experimental Study of Communication Skills Training and Cognitive Fowers, B. J. (1990). An interactional approach to standardized marital assessment: A literature review.
30. Fowers, B. J., & Olson, D. H. (1993). ENRICH marital satisfaction scale: A reliability and validity study. Journal of Family Psychology, 7, 176-185.
31. Fried, E. G. & Stern K. (1948). The situation of the aged within the family. *American Journal of Orthopsychiatry*. 18, 31-54.
32. Gilford, R. (1986). Marriages in later life. Generations. Summer. 16-20.
33. Goodwin PY, Mosher WD, & Chandra A,(2010). "Marriage and cohabitation" in the United states.
34. Gottman, J. M. (1994). What predicts divorce? The relationship between marital processes and marital outcomes. Hillsdale, NJ; Laurence Erlbaum Associates, Publishers.
35. Gottman, J. M., & Krokoff, L. J. (1989). Marital interaction and satisfaction: A longitudinal view. Journal of Consulting and Clinical Psychology, 57, 47-52.
36. Gottman, J., & Levenson, R. (1992). Marital processes predictive of later dissolution: Behavior, physiology, and health. Journal of Personality and Social.
37. Gove B (1986). Webster's third New International Dictionary of The English Language Unabridged. U.S.A. Marrian-Webster Inc.
38. Guo, B., & Huang, J. (2005). Marital and sexual satisfaction in Chinese families: Exploring the Moderating Effects. Journal of Sex and Marital Therapy, 31(1), 21-29. http://dx.doi.org/10.1080/00926230590475224 (Orden and Bradburn, 1968;
39. Hamamci, Z. (2005). Dysfunctional relationship beliefs in marital conflict. *Journal of Rational-Emotive & Cognitive-Behaviour Therapy, 23*(245-261).
40. Heaton, T.B. (2002). "Factors Contributing to Increasing Marital Stability in the United States," Journal of Family Issues, 23-3 (April), 2002.
41. Holman, T. B., & Brock, G. W. (1986). Implications for therapy in the study of communication and marital quality. Family Perspective, 20, 85-94.
42. Holmes, P. (2002). Family Communication "Overcoming Obstacles," Ohio State University. Extension Fact Sheet
43. Holmstrom, A. J. (2009). Sex and gender similarities and differences in communication values in same-sex and cross-sex friendships. Communication Quarterly, 57(2), 224- 238. doi:10.1080/01463370902889455

© 2018 Global Journals

44. Hybels, S., & Weaver, H.R. (2001). Communicate effectively. 6th ed. Boston: McGraw-Hill. Imhonde, H.O., O. Aluede and N.R. If unnayachukwu, (2008). Effective communication, educational qualification and Age as determinants of marital satisfaction among newly wedded couples in Nigerian University. Pakistan Journal of Social Sciences 5 (5); 433-437.
45. Janssen, J., Poortman, A., De Graf, P. M., & Kalmijn, M. (1998). The instability of marital and cohabitating relationships in Netherlands. Mensen Maatschappij, 73, 4-26.
46. Johnson, D. R., & Booth, A. (1990). Rural economic decline and marital quality: A panel of farm marriage. Family Relations, 39, 159-165.
47. Jose, O., & Alfons, V. (2007). Do demographics affect marital satisfaction? Journal of Sex & Marital Therapy, 33, 73-85.
48. Kalmijn, M.(1999). Father involvement in childrearing and the perceived stability of marriage. Journal of Marriage and Family, 61(2), 409-421.
49. Karney, B. R., & Bradbury, T. N. (1995). The longitudinal course of marital quality and Kulu H. Marriage duration and divorce:the seven-year itch or a lifelong itch?.Demography. 2014 Jun; 51(3): 881-93. doi: 10.1007/s13524-013-0278-1.
50. Ledermann, T., Bodenmann, G., Rudaz, M., & Bradbury, T. N. (2010).Stress, communication, and marital quality in couples.*Family Relations*, *59*(2), 195–206. doi:10.1111/j.1741-3729.2010.00595.x
51. Lenthal, G. (2009). Relationship between Marital Satisfaction and Marital Stability. Retrived on 19/8/09 from doi.wiley.com/10.111/j.1752-0606.1977.tb00481
52. Levenson, R. W., Carstensen, L. L., & Gottman, J. M. (1993). Long-term marriage: Age, gender, and satisfaction. Psychology and Aging, 8, 301–313. doi:10.1037/0882- 7974.8.2.301
53. Levenson, R. W., Carstensen, L. L., & Gottman, J. M. (1994). The influence of age and gender on affect, physiology, and their interrelations: A study of long-term marriages. Journal of Personality and Social Psychology, 67, 56–68.
54. Lewis, R. A., & Spanier, G. B. (1979). Theorizing about the quality and stability of marriage. In W. R. Burr, R. Hill, F. I . Nye, & I. L. Reiss (Eds.), *Contemporary theories about the family* (Vol 1, pp. 268-294). New York, NY: Free Press.
55. Lipman, A. (1961). Role conceptions and morale of couples in retirement. Journal of Gerontology. 16. 267-271.
56. Spanier, Lewis and Cole (1975) Marriage. *Psychology and Aging*, *10*, 140–149.Married Couples in selected Towns in kwara.
57. Metts, S., & Cupach, W. R. (1986). Accounts of relational dissolution: A comparison of marital and non-marital relationship. communication Monographs, 53, 311-334.
58. Montana , J. & Charnov, B. (2008). Management. 4th ed. New York . Barron's Educational Series, Inc. Pg 333. http://en.wikipedia.org/wiki/Communication - cite_ref-2
59. Ogidan, R. J. (1991). Marital Adjustment Problem of Educated Employed and Unemployed Olson, D. H., & DeFrain, J. (2000). Marriage and the family: Diversity and strengths (pp. 66- 97). Mountain View, CA: Mayfield.
60. Orden, S. and Bradburn, N. (1968). Dimension of marriage happiness. American J. Sociol., 73(6): 715-731. Restructuring in Marital Adjustment: Unpublished Ph.D Dissertation, Department of Guidance and Counseling, University of Ibadan. 130 pp
61. Reyhani T, Ajam M. (2003). The survey of divorce causes of Gonabad city in 1381.Ofogh-e- danesh.; 8(2):96-100.
62. Robles, T. F., Slatcher, R. B., Trombello, J. M., & McGinn, M. M. (2014). Marital quality and health: A meta-analytic review. Psychological Bulletin, 140, 140–187.
63. Rollins, B. & Feldman, H. (1970). Marital satisfaction over the family life cycle. Journal of Marriage and the Familv. 32, 20-27.
64. Sanai Zaker MB, Alaghband S, Falahati SH, Hooman A. (2007) Measures of family and marriage. 2nd ed. Iran: Besat.
65. Santrock, J.W. (2006). *Human Adjustment.* New York: The McGraw Hill. 86pp.
66. Schmitt, M., Kliegel, M., & Shapiro, A. (2007). Marital interaction in middle and old age: A predictor of marital satisfaction. *The International Journal of Aging and Human Development, 65* (4), 283-300.
67. Schwarts, M. A., & Scott, B. M. (1994). Marriage and Families: Diversity and change. New Jersey: Prentice Hall. 260 pp
68. Spanier, G. B., Lewis, R. A. & Cole, C. L. (1975).Marital adjustment over the family life cycle: the issue of curvilinearity. Journal of Marriage and the Family. 21, 263- 275. stability: A review of theory, method, and research. *Psychological Bulletin*, *118*, 3–34.
69. Stinnett, N., Carter, L. M., & Montgomery, 1. E. (1972). Older persons' perceptions of their marriages. Journal of Marriage and the Family 32, 428-434.
70. Stinnett, N., Collins, J. & Montgomery, J. E. (1970). Marital need satisfaction of older husbands and wives. Journal of Marriage and the Family. 32, 428-434.
71. Thune, E. S., Manderscheid, R. W., & Silbergeld, S. (1980). Status of sex roles as determinant of interaction patterns in small, mixed-sex groups.

© 2018 Global Journals

Journal of Social Psychology, 112(1), 51.Retrieved from EBSCO host.
72. Tilson, D., & Larsen, U. (2000). Divorce in Ethiopia: the impact of early marriage and childlessness. Journal of Biosocial Science, 32(3), 355-372.
73. Umberson, D., Williams, K., Powers, D. A., Liu, H., & Needham, B. (2006). You make me sick: Marital quality and health over the life course. Journal of Health and Social Behavior, 4 7, 1–16
74. Usoroh, C. Ekot, M. & Inyang, E. S. (2010). Spousal communication styles and marital stability among Civil servants in Akwalbom State. JHER, 13, 74-84.
75. Vakili V, Baseri H, Abbasi Shaye Z, Bazzaz MM. (2014) Marital instability and its predictors in a representative sample of Mashhadi citizens, Iran *Journal of Medicine and Life Vol. 8, Special Issue 2, 2015,* pp. 8-13
76. Wood, J. T. (2011). Gendered Lives: Communication, Gender, and Culture. Boston, MA: Wadsworth Cenage Learning.
77. Yusuf, S. T. (2005). Indices of marital stability as perceived by University of Ilorin lecturers. Unpublished B.Ed. project, University of Ilorin, Nigeria.

© 2018 Global Journals

Global Journals Guidelines Handbook 2018

www.GlobalJournals.org

FELLOWS

FELLOW OF ASSOCIATION OF RESEARCH SOCIETY IN HUMAN SCIENCE (FARSHS)

Global Journals Incorporate (USA) is accredited by Open Association of Research Society (OARS), U.S.A and in turn, awards "FARSHS" title to individuals. The 'FARSHS' title is accorded to a selected professional after the approval of the Editor-in-Chief/Editorial Board Members/Dean.



- The "FARSHS" is a dignified title which is accorded to a person's name viz. Dr. John E. Hall, Ph.D., FARSS or William Walldroff, M.S., FARSHS.

FARSHS accrediting is an honor. It authenticates your research activities. After recognition as FARSHS, you can add 'FARSHS' title with your name as you use this recognition as additional suffix to your status. This will definitely enhance and add more value and repute to your name. You may use it on your professional Counseling Materials such as CV, Resume, and Visiting Card etc.

The following benefits can be availed by you only for next three years from the date of certification:

FARSHS designated members are entitled to avail a 40% discount while publishing their research papers (of a single author) with Global Journals Incorporation (USA), if the same is accepted by Editorial Board/Peer Reviewers. If you are a main author or co-author in case of multiple authors, you will be entitled to avail discount of 10%.

Once FARSHS title is accorded, the Fellow is authorized to organize symposium/seminar/conference on behalf of Global Journal Incorporation (USA). The Fellow can also participate in conference/seminar/symposium organized by another institution as representative of Global Journal. In both the cases, it is mandatory for him to discuss with us and obtain our consent.





You may join as member of the Editorial Board of Global Journals Incorporation (USA) after successful completion of three years as Fellow and as Peer Reviewer. In addition, it is also desirable that you should organize seminar/symposium/conference at least once.

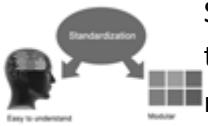
We shall provide you intimation regarding launching of e-version of journal of your stream time to time.This may be utilized in your library for the enrichment of knowledge of your students as well as it can also be helpful for the concerned faculty members.



The FARSHS can go through standards of OARS. You can also play vital role if you have any suggestions so that proper amendment can take place to improve the same for the benefit of entire research community.

As FARSHS, you will be given a renowned, secure and free professional email address with 100 GB of space e.g. johnhall@globaljournals.org. This will include Webmail, Spam Assassin, Email Forwarders,Auto-Responders, Email Delivery Route tracing, etc.





The FARSHS will be eligible for a free application of standardization of their researches. Standardization of research will be subject to acceptability within stipulated norms as the next step after publishing in a journal. We shall depute a team of specialized research professionals who will render their services for elevating your researches to next higher level, which is worldwide open standardization.

The FARSHS member can apply for grading and certification of standards of the educational and Institutional Degrees to Open Association of Research, Society U.S.A.
Once you are designated as FARSHS, you may send us a scanned copy of all of your credentials. OARS will verify, grade and certify them. This will be based on your academic records, quality of research papers published by you, and some more criteria. After certification of all your credentials by OARS, they will be published on your Fellow Profile link on website https://associationofresearch.org which will be helpful to upgrade the dignity.



The FARSHS members can avail the benefits of free research podcasting in Global Research Radio with their research documents. After publishing the work, (including published elsewhere worldwide with proper authorization) you can upload your research paper with your recorded voice or you can utilize chargeable services of our professional RJs to record your paper in their voice on request.



The FARSHS member also entitled to get the benefits of free research podcasting of their research documents through video clips. We can also streamline your conference videos and display your slides/ online slides and online research video clips at reasonable charges, on request.



The FARSHS is eligible to earn from sales proceeds of his/her researches/reference/review Books or literature, while publishing with Global Journals. The FARSHS can decide whether he/she would like to publish his/her research in a closed manner. In this case, whenever readers purchase that individual research paper for reading, maximum 60% of its profit earned as royalty by Global Journals, will be credited to his/her bank account. The entire entitled amount will be credited to his/her bank account exceeding limit of minimum fixed balance. There is no minimum time limit for collection. The FARSS member can decide its price and we can help in making the right decision.

The FARSHS member is eligible to join as a paid peer reviewer at Global Journals Incorporation (USA) and can get remuneration of 15% of author fees, taken from the author of a respective paper. After reviewing 5 or more papers you can request to transfer the amount to your bank account.



MEMBER OF ASSOCIATION OF RESEARCH SOCIETY IN HUMAN SCIENCE (MARSHS)

The ' MARSHS ' title is accorded to a selected professional after the approval of the Editor-in-Chief / Editorial Board Members/Dean.



The "MARSHS" is a dignified ornament which is accorded to a person's name viz. Dr John E. Hall, Ph.D., MARSHS or William Walldroff, M.S., MARSHS.

MARSHS accrediting is an honor. It authenticates your research activities. Afterbecoming MARSHS, you can add 'MARSHS' title with your name as you use this recognition as additional suffix to your status. This will definitely enhance and add more value and repute to your name. You may use it on your professional Counseling Materials such as CV, Resume, Visiting Card and Name Plate etc.

The following benefitscan be availed by you only for next three years from the date of certification.



MARSHS designated members are entitled to avail a 25% discount while publishing their research papers (of a single author) in Global Journals Inc., if the same is accepted by our Editorial Board and Peer Reviewers. If you are a main author or co-author of a group of authors, you will get discount of 10%.

As MARSHS, you willbegiven a renowned, secure and free professional email address with 30 GB of space e.g. johnhall@globaljournals.org. This will include Webmail, Spam Assassin, Email Forwarders,Auto-Responders, Email Delivery Route tracing, etc.





We shall provide you intimation regarding launching of e-version of journal of your stream time to time.This may be utilized in your library for the enrichment of knowledge of your students as well as it can also be helpful for the concerned faculty members.

The MARSHS member can apply for approval, grading and certification of standards of their educational and Institutional Degrees to Open Association of Research, Society U.S.A.





Once you are designated as MARSHS, you may send us a scanned copy of all of your credentials. OARS will verify, grade and certify them. This will be based on your academic records, quality of research papers published by you, and some more criteria.

It is mandatory to read all terms and conditions carefully.

© Copyright by Global Journals | Guidelines Handbook

AUXILIARY MEMBERSHIPS

Institutional Fellow of Open Association of Research Society (USA) - OARS (USA)

Global Journals Incorporation (USA) is accredited by Open Association of Research Society, U.S.A (OARS) and in turn, affiliates research institutions as "Institutional Fellow of Open Association of Research Society" (IFOARS).



The "FARSC" is a dignified title which is accorded to a person's name viz. Dr. John E. Hall, Ph.D., FARSC or William Walldroff, M.S., FARSC.

The IFOARS institution is entitled to form a Board comprised of one Chairperson and three to five board members preferably from different streams. The Board will be recognized as "Institutional Board of Open Association of Research Society"-(IBOARS).

The Institute will be entitled to following benefits:

The IBOARS can initially review research papers of their institute and recommend them to publish with respective journal of Global Journals. It can also review the papers of other institutions after obtaining our consent. The second review will be done by peer reviewer of Global Journals Incorporation (USA) The Board is at liberty to appoint a peer reviewer with the approval of chairperson after consulting us.

The author fees of such paper may be waived off up to 40%.

The Global Journals Incorporation (USA) at its discretion can also refer double blind peer reviewed paper at their end to the board for the verification and to get recommendation for final stage of acceptance of publication.





The IBOARS can organize symposium/seminar/conference in their country on behalf of Global Journals Incorporation (USA)-OARS (USA). The terms and conditions can be discussed separately.

The Board can also play vital role by exploring and giving valuable suggestions regarding the Standards of "Open Association of Research Society, U.S.A (OARS)" so that proper amendment can take place for the benefit of entire research community. We shall provide details of particular standard only on receipt of request from the Board.



The board members can also join us as Individual Fellow with 40% discount on total fees applicable to Individual Fellow. They will be entitled to avail all the benefits as declared. Please visit Individual Fellow-sub menu of GlobalJournals.org to have more relevant details.

We shall provide you intimation regarding launching of e-version of journal of your stream time to time. This may be utilized in your library for the enrichment of knowledge of your students as well as it can also be helpful for the concerned faculty members.



After nomination of your institution as "Institutional Fellow" and constantly functioning successfully for one year, we can consider giving recognition to your institute to function as Regional/Zonal office on our behalf.
The board can also take up the additional allied activities for betterment after our consultation.

The following entitlements are applicable to individual Fellows:



Open Association of Research Society, U.S.A (OARS) By-laws states that an individual Fellow may use the designations as applicable, or the corresponding initials. The Credentials of individual Fellow and Associate designations signify that the individual has gained knowledge of the fundamental concepts. One is magnanimous and proficient in an expertise course covering the professional code of conduct, and follows recognized standards of practice.

Open Association of Research Society (US)/ Global Journals Incorporation (USA), as described in Corporate Statements, are educational, research publishing and professional membership organizations. Achieving our individual Fellow or Associate status is based mainly on meeting stated educational research requirements.



Disbursement of 40% Royalty earned through Global Journals : Researcher = 50%, Peer Reviewer = 37.50%, Institution = 12.50% E.g. Out of 40%, the 20% benefit should be passed on to researcher, 15 % benefit towards remuneration should be given to a reviewer and remaining 5% is to be retained by the institution.

We shall provide print version of 12 issues of any three journals [as per your requirement] out of our 38 journals worth $ 2376 USD.

Other:

The individual Fellow and Associate designations accredited by Open Association of Research Society (US) credentials signify guarantees following achievements:

- The professional accredited with Fellow honor, is entitled to various benefits viz. name, fame, honor, regular flow of income, secured bright future, social status etc.

- In addition to above, if one is single author, then entitled to 40% discount on publishing research paper and can get 10%discount if one is co-author or main author among group of authors.
- The Fellow can organize symposium/seminar/conference on behalf of Global Journals Incorporation (USA) and he/she can also attend the same organized by other institutes on behalf of Global Journals.
- The Fellow can become member of Editorial Board Member after completing 3yrs.
- The Fellow can earn 60% of sales proceeds from the sale of reference/review books/literature/publishing of research paper.
- Fellow can also join as paid peer reviewer and earn 15% remuneration of author charges and can also get an opportunity to join as member of the Editorial Board of Global Journals Incorporation (USA)
- • This individual has learned the basic methods of applying those concepts and techniques to common challenging situations. This individual has further demonstrated an in–depth understanding of the application of suitable techniques to a particular area of research practice.

Note :

"

- In future, if the board feels the necessity to change any board member, the same can be done with the consent of the chairperson along with anyone board member without our approval.
- In case, the chairperson needs to be replaced then consent of 2/3rd board members are required and they are also required to jointly pass the resolution copy of which should be sent to us. In such case, it will be compulsory to obtain our approval before replacement.
- In case of "Difference of Opinion [if any]" among the Board members, our decision will be final and binding to everyone.

"

Preferred Author Guidelines

We accept the manuscript submissions in any standard (generic) format.

We typeset manuscripts using advanced typesetting tools like Adobe In Design, CorelDraw, TeXnicCenter, and TeXStudio. We usually recommend authors submit their research using any standard format they are comfortable with, and let Global Journals do the rest.

Alternatively, you can download our basic template from https://globaljournals.org/Template.zip

Authors should submit their complete paper/article, including text illustrations, graphics, conclusions, artwork, and tables. Authors who are not able to submit manuscript using the form above can email the manuscript department at submit@globaljournals.org or get in touch with chiefeditor@globaljournals.org if they wish to send the abstract before submission.

Before and during Submission

Authors must ensure the information provided during the submission of a paper is authentic. Please go through the following checklist before submitting:

1. Authors must go through the complete author guideline and understand and *agree to Global Journals' ethics and code of conduct,* along with author responsibilities.
2. Authors must accept the privacy policy, terms, and conditions of Global Journals.
3. Ensure corresponding author's email address and postal address are accurate and reachable.
4. Manuscript to be submitted must include keywords, an abstract, a paper title, co-author(s') names and details (email address, name, phone number, and institution), figures and illustrations in vector format including appropriate captions, tables, including titles and footnotes, a conclusion, results, acknowledgments and references.
5. Authors should submit paper in a ZIP archive if any supplementary files are required along with the paper.
6. Proper permissions must be acquired for the use of any copyrighted material.
7. Manuscript submitted *must not have been submitted or published elsewhere* and all authors must be aware of the submission.

Declaration of Conflicts of Interest

It is required for authors to declare all financial, institutional, and personal relationships with other individuals and organizations that could influence (bias) their research.

Policy on Plagiarism

Plagiarism is not acceptable in Global Journals submissions at all.

Plagiarized content will not be considered for publication. We reserve the right to inform authors' institutions about plagiarism detected either before or after publication. If plagiarism is identified, we will follow COPE guidelines:

Authors are solely responsible for all the plagiarism that is found. The author must not fabricate, falsify or plagiarize existing research data. The following, if copied, will be considered plagiarism:

- Words (language)
- Ideas
- Findings
- Writings
- Diagrams
- Graphs
- Illustrations
- Lectures

- Printed material
- Graphic representations
- Computer programs
- Electronic material
- Any other original work

Authorship Policies

Global Journals follows the definition of authorship set up by the Open Association of Research Society, USA. According to its guidelines, authorship criteria must be based on:

1. Substantial contributions to the conception and acquisition of data, analysis, and interpretation of findings.
2. Drafting the paper and revising it critically regarding important academic content.
3. Final approval of the version of the paper to be published.

Changes in Authorship

The corresponding author should mention the name and complete details of all co-authors during submission and in manuscript. We support addition, rearrangement, manipulation, and deletions in authors list till the early view publication of the journal. We expect that corresponding author will notify all co-authors of submission. We follow COPE guidelines for changes in authorship.

Copyright

During submission of the manuscript, the author is confirming an exclusive license agreement with Global Journals which gives Global Journals the authority to reproduce, reuse, and republish authors' research. We also believe in flexible copyright terms where copyright may remain with authors/employers/institutions as well. Contact your editor after acceptance to choose your copyright policy. You may follow this form for copyright transfers.

Appealing Decisions

Unless specified in the notification, the Editorial Board's decision on publication of the paper is final and cannot be appealed before making the major change in the manuscript.

Acknowledgments

Contributors to the research other than authors credited should be mentioned in Acknowledgments. The source of funding for the research can be included. Suppliers of resources may be mentioned along with their addresses.

Declaration of funding sources

Global Journals is in partnership with various universities, laboratories, and other institutions worldwide in the research domain. Authors are requested to disclose their source of funding during every stage of their research, such as making analysis, performing laboratory operations, computing data, and using institutional resources, from writing an article to its submission. This will also help authors to get reimbursements by requesting an open access publication letter from Global Journals and submitting to the respective funding source.

Preparing your Manuscript

Authors can submit papers and articles in an acceptable file format: MS Word (doc, docx), LaTeX (.tex, .zip or .rar including all of your files), Adobe PDF (.pdf), rich text format (.rtf), simple text document (.txt), Open Document Text (.odt), and Apple Pages (.pages). Our professional layout editors will format the entire paper according to our official guidelines. This is one of the highlights of publishing with Global Journals—authors should not be concerned about the formatting of their paper. Global Journals accepts articles and manuscripts in every major language, be it Spanish, Chinese, Japanese, Portuguese, Russian, French, German, Dutch, Italian, Greek, or any other national language, but the title, subtitle, and abstract should be in English. This will facilitate indexing and the pre-peer review process.

The following is the official style and template developed for publication of a research paper. Authors are not required to follow this style during the submission of the paper. It is just for reference purposes.

Manuscript Style Instruction (Optional)

- Microsoft Word Document Setting Instructions.
- Font type of all text should be Swis721 Lt BT.
- Page size: 8.27" x 11'", left margin: 0.65, right margin: 0.65, bottom margin: 0.75.
- Paper title should be in one column of font size 24.
- Author name in font size of 11 in one column.
- Abstract: font size 9 with the word "Abstract" in bold italics.
- Main text: font size 10 with two justified columns.
- Two columns with equal column width of 3.38 and spacing of 0.2.
- First character must be three lines drop-capped.
- The paragraph before spacing of 1 pt and after of 0 pt.
- Line spacing of 1 pt.
- Large images must be in one column.
- The names of first main headings (Heading 1) must be in Roman font, capital letters, and font size of 10.
- The names of second main headings (Heading 2) must not include numbers and must be in italics with a font size of 10.

Structure and Format of Manuscript

The recommended size of an original research paper is under 15,000 words and review papers under 7,000 words. Research articles should be less than 10,000 words. Research papers are usually longer than review papers. Review papers are reports of significant research (typically less than 7,000 words, including tables, figures, and references)

A research paper must include:

a) A title which should be relevant to the theme of the paper.
b) A summary, known as an abstract (less than 150 words), containing the major results and conclusions.
c) Up to 10 keywords that precisely identify the paper's subject, purpose, and focus.
d) An introduction, giving fundamental background objectives.
e) Resources and techniques with sufficient complete experimental details (wherever possible by reference) to permit repetition, sources of information must be given, and numerical methods must be specified by reference.
f) Results which should be presented concisely by well-designed tables and figures.
g) Suitable statistical data should also be given.
h) All data must have been gathered with attention to numerical detail in the planning stage.

Design has been recognized to be essential to experiments for a considerable time, and the editor has decided that any paper that appears not to have adequate numerical treatments of the data will be returned unrefereed.

i) Discussion should cover implications and consequences and not just recapitulate the results; conclusions should also be summarized.
j) There should be brief acknowledgments.
k) There ought to be references in the conventional format. Global Journals recommends APA format.

Authors should carefully consider the preparation of papers to ensure that they communicate effectively. Papers are much more likely to be accepted if they are carefully designed and laid out, contain few or no errors, are summarizing, and follow instructions. They will also be published with much fewer delays than those that require much technical and editorial correction.

The Editorial Board reserves the right to make literary corrections and suggestions to improve brevity.



Format Structure

It is necessary that authors take care in submitting a manuscript that is written in simple language and adheres to published guidelines.

All manuscripts submitted to Global Journals should include:

Title

The title page must carry an informative title that reflects the content, a running title (less than 45 characters together with spaces), names of the authors and co-authors, and the place(s) where the work was carried out.

Author details

The full postal address of any related author(s) must be specified.

Abstract

The abstract is the foundation of the research paper. It should be clear and concise and must contain the objective of the paper and inferences drawn. It is advised to not include big mathematical equations or complicated jargon.

Many researchers searching for information online will use search engines such as Google, Yahoo or others. By optimizing your paper for search engines, you will amplify the chance of someone finding it. In turn, this will make it more likely to be viewed and cited in further works. Global Journals has compiled these guidelines to facilitate you to maximize the web-friendliness of the most public part of your paper.

Keywords

A major lynchpin of research work for the writing of research papers is the keyword search, which one will employ to find both library and internet resources. Up to eleven keywords or very brief phrases have to be given to help data retrieval, mining, and indexing.

One must be persistent and creative in using keywords. An effective keyword search requires a strategy: planning of a list of possible keywords and phrases to try.

Choice of the main keywords is the first tool of writing a research paper. Research paper writing is an art. Keyword search should be as strategic as possible.

One should start brainstorming lists of potential keywords before even beginning searching. Think about the most important concepts related to research work. Ask, “What words would a source have to include to be truly valuable in a research paper?” Then consider synonyms for the important words.

It may take the discovery of only one important paper to steer in the right keyword direction because, in most databases, the keywords under which a research paper is abstracted are listed with the paper.

Numerical Methods

Numerical methods used should be transparent and, where appropriate, supported by references.

Abbreviations

Authors must list all the abbreviations used in the paper at the end of the paper or in a separate table before using them.

Formulas and equations

Authors are advised to submit any mathematical equation using either MathJax, KaTeX, or LaTeX, or in a very high-quality image.

Tables, Figures, and Figure Legends

Tables: Tables should be cautiously designed, uncrowned, and include only essential data. Each must have an Arabic number, e.g., Table 4, a self-explanatory caption, and be on a separate sheet. Authors must submit tables in an editable format and not as images. References to these tables (if any) must be mentioned accurately.

Figures

Figures are supposed to be submitted as separate files. Always include a citation in the text for each figure using Arabic numbers, e.g., Fig. 4. Artwork must be submitted online in vector electronic form or by emailing it.

Preparation of Eletronic Figures for Publication

Although low-quality images are sufficient for review purposes, print publication requires high-quality images to prevent the final product being blurred or fuzzy. Submit (possibly by e-mail) EPS (line art) or TIFF (halftone/ photographs) files only. MS PowerPoint and Word Graphics are unsuitable for printed pictures. Avoid using pixel-oriented software. Scans (TIFF only) should have a resolution of at least 350 dpi (halftone) or 700 to 1100 dpi (line drawings). Please give the data for figures in black and white or submit a Color Work Agreement form. EPS files must be saved with fonts embedded (and with a TIFF preview, if possible).

For scanned images, the scanning resolution at final image size ought to be as follows to ensure good reproduction: line art: >650 dpi; halftones (including gel photographs): >350 dpi; figures containing both halftone and line images: >650 dpi.

Color charges: Authors are advised to pay the full cost for the reproduction of their color artwork. Hence, please note that if there is color artwork in your manuscript when it is accepted for publication, we would require you to complete and return a Color Work Agreement form before your paper can be published. Also, you can email your editor to remove the color fee after acceptance of the paper.

Tips for writing a good quality Social Science Research Paper

Techniques for writing a good quality homan social science research paper:

1. Choosing the topic: In most cases, the topic is selected by the interests of the author, but it can also be suggested by the guides. You can have several topics, and then judge which you are most comfortable with. This may be done by asking several questions of yourself, like "Will I be able to carry out a search in this area? Will I find all necessary resources to accomplish the search? Will I be able to find all information in this field area?" If the answer to this type of question is "yes," then you ought to choose that topic. In most cases, you may have to conduct surveys and visit several places. Also, you might have to do a lot of work to find all the rises and falls of the various data on that subject. Sometimes, detailed information plays a vital role, instead of short information. Evaluators are human: The first thing to remember is that evaluators are also human beings. They are not only meant for rejecting a paper. They are here to evaluate your paper. So present your best aspect.

2. Think like evaluators: If you are in confusion or getting demotivated because your paper may not be accepted by the evaluators, then think, and try to evaluate your paper like an evaluator. Try to understand what an evaluator wants in your research paper, and you will automatically have your answer. Make blueprints of paper: The outline is the plan or framework that will help you to arrange your thoughts. It will make your paper logical. But remember that all points of your outline must be related to the topic you have chosen.

3. Ask your guides: If you are having any difficulty with your research, then do not hesitate to share your difficulty with your guide (if you have one). They will surely help you out and resolve your doubts. If you can't clarify what exactly you require for your work, then ask your supervisor to help you with an alternative. He or she might also provide you with a list of essential readings.

4. Use of computer is recommended: As you are doing research in the field of homan social science then this point is quite obvious. Use right software: Always use good quality software packages. If you are not capable of judging good software, then you can lose the quality of your paper unknowingly. There are various programs available to help you which you can get through the internet.

5. Use the internet for help: An excellent start for your paper is using Google. It is a wondrous search engine, where you can have your doubts resolved. You may also read some answers for the frequent question of how to write your research paper or find a model research paper. You can download books from the internet. If you have all the required books, place importance on reading, selecting, and analyzing the specified information. Then sketch out your research paper. Use big pictures: You may use encyclopedias like Wikipedia to get pictures with the best resolution. At Global Journals, you should strictly follow here.



6. Bookmarks are useful: When you read any book or magazine, you generally use bookmarks, right? It is a good habit which helps to not lose your continuity. You should always use bookmarks while searching on the internet also, which will make your search easier.

7. Revise what you wrote: When you write anything, always read it, summarize it, and then finalize it.

8. Make every effort: Make every effort to mention what you are going to write in your paper. That means always have a good start. Try to mention everything in the introduction—what is the need for a particular research paper. Polish your work with good writing skills and always give an evaluator what he wants. Make backups: When you are going to do any important thing like making a research paper, you should always have backup copies of it either on your computer or on paper. This protects you from losing any portion of your important data.

9. Produce good diagrams of your own: Always try to include good charts or diagrams in your paper to improve quality. Using several unnecessary diagrams will degrade the quality of your paper by creating a hodgepodge. So always try to include diagrams which were made by you to improve the readability of your paper. Use of direct quotes: When you do research relevant to literature, history, or current affairs, then use of quotes becomes essential, but if the study is relevant to science, use of quotes is not preferable.

10. Use proper verb tense: Use proper verb tenses in your paper. Use past tense to present those events that have happened. Use present tense to indicate events that are going on. Use future tense to indicate events that will happen in the future. Use of wrong tenses will confuse the evaluator. Avoid sentences that are incomplete.

11. Pick a good study spot: Always try to pick a spot for your research which is quiet. Not every spot is good for studying.

12. Know what you know: Always try to know what you know by making objectives, otherwise you will be confused and unable to achieve your target.

13. Use good grammar: Always use good grammar and words that will have a positive impact on the evaluator; use of good vocabulary does not mean using tough words which the evaluator has to find in a dictionary. Do not fragment sentences. Eliminate one-word sentences. Do not ever use a big word when a smaller one would suffice.

Verbs have to be in agreement with their subjects. In a research paper, do not start sentences with conjunctions or finish them with prepositions. When writing formally, it is advisable to never split an infinitive because someone will (wrongly) complain. Avoid clichés like a disease. Always shun irritating alliteration. Use language which is simple and straightforward. Put together a neat summary.

14. Arrangement of information: Each section of the main body should start with an opening sentence, and there should be a changeover at the end of the section. Give only valid and powerful arguments for your topic. You may also maintain your arguments with records.

15. Never start at the last minute: Always allow enough time for research work. Leaving everything to the last minute will degrade your paper and spoil your work.

16. Multitasking in research is not good: Doing several things at the same time is a bad habit in the case of research activity. Research is an area where everything has a particular time slot. Divide your research work into parts, and do a particular part in a particular time slot.

17. Never copy others' work: Never copy others' work and give it your name because if the evaluator has seen it anywhere, you will be in trouble. Take proper rest and food: No matter how many hours you spend on your research activity, if you are not taking care of your health, then all your efforts will have been in vain. For quality research, take proper rest and food.

18. Go to seminars: Attend seminars if the topic is relevant to your research area. Utilize all your resources.
Refresh your mind after intervals: Try to give your mind a rest by listening to soft music or sleeping in intervals. This will also improve your memory. Acquire colleagues: Always try to acquire colleagues. No matter how sharp you are, if you acquire colleagues, they can give you ideas which will be helpful to your research.

19. Think technically: Always think technically. If anything happens, search for its reasons, benefits, and demerits. Think and then print: When you go to print your paper, check that tables are not split, headings are not detached from their descriptions, and page sequence is maintained.

20. Adding unnecessary information: Do not add unnecessary information like "I have used MS Excel to draw graphs." Irrelevant and inappropriate material is superfluous. Foreign terminology and phrases are not apropos. One should never take a broad view. Analogy is like feathers on a snake. Use words properly, regardless of how others use them. Remove quotations. Puns are for kids, not grunt readers. Never oversimplify: When adding material to your research paper, never go for oversimplification; this will definitely irritate the evaluator. Be specific. Never use rhythmic redundancies. Contractions shouldn't be used in a research paper. Comparisons are as terrible as clichés. Give up ampersands, abbreviations, and so on. Remove commas that are not necessary. Parenthetical words should be between brackets or commas. Understatement is always the best way to put forward earth-shaking thoughts. Give a detailed literary review.

21. Report concluded results: Use concluded results. From raw data, filter the results, and then conclude your studies based on measurements and observations taken. An appropriate number of decimal places should be used. Parenthetical remarks are prohibited here. Proofread carefully at the final stage. At the end, give an outline to your arguments. Spot perspectives of further study of the subject. Justify your conclusion at the bottom sufficiently, which will probably include examples.

22. Upon conclusion: Once you have concluded your research, the next most important step is to present your findings. Presentation is extremely important as it is the definite medium though which your research is going to be in print for the rest of the crowd. Care should be taken to categorize your thoughts well and present them in a logical and neat manner. A good quality research paper format is essential because it serves to highlight your research paper and bring to light all necessary aspects of your research.

.

Informal Guidelines of Research Paper Writing

Key points to remember:

- Submit all work in its final form.
- Write your paper in the form which is presented in the guidelines using the template.
- Please note the criteria peer reviewers will use for grading the final paper.

Final points:

One purpose of organizing a research paper is to let people interpret your efforts selectively. The journal requires the following sections, submitted in the order listed, with each section starting on a new page:

The introduction: This will be compiled from reference matter and reflect the design processes or outline of basis that directed you to make a study. As you carry out the process of study, the method and process section will be constructed like that. The results segment will show related statistics in nearly sequential order and direct reviewers to similar intellectual paths throughout the data that you gathered to carry out your study.

The discussion section:

This will provide understanding of the data and projections as to the implications of the results. The use of good quality references throughout the paper will give the effort trustworthiness by representing an alertness to prior workings.

Writing a research paper is not an easy job, no matter how trouble-free the actual research or concept. Practice, excellent preparation, and controlled record-keeping are the only means to make straightforward progression.

General style:

Specific editorial column necessities for compliance of a manuscript will always take over from directions in these general guidelines.

To make a paper clear: Adhere to recommended page limits.



© Copyright by Global Journals | Guidelines Handbook

Mistakes to avoid:

- Insertion of a title at the foot of a page with subsequent text on the next page.
- Separating a table, chart, or figure—confine each to a single page.
- Submitting a manuscript with pages out of sequence.
- In every section of your document, use standard writing style, including articles ("a" and "the").
- Keep paying attention to the topic of the paper.
- Use paragraphs to split each significant point (excluding the abstract).
- Align the primary line of each section.
- Present your points in sound order.
- Use present tense to report well-accepted matters.
- Use past tense to describe specific results.
- Do not use familiar wording; don't address the reviewer directly. Don't use slang or superlatives.
- Avoid use of extra pictures—include only those figures essential to presenting results.

Title page:

Choose a revealing title. It should be short and include the name(s) and address(es) of all authors. It should not have acronyms or abbreviations or exceed two printed lines.

Abstract: This summary should be two hundred words or less. It should clearly and briefly explain the key findings reported in the manuscript and must have precise statistics. It should not have acronyms or abbreviations. It should be logical in itself. Do not cite references at this point.

An abstract is a brief, distinct paragraph summary of finished work or work in development. In a minute or less, a reviewer can be taught the foundation behind the study, common approaches to the problem, relevant results, and significant conclusions or new questions.

Write your summary when your paper is completed because how can you write the summary of anything which is not yet written? Wealth of terminology is very essential in abstract. Use comprehensive sentences, and do not sacrifice readability for brevity; you can maintain it succinctly by phrasing sentences so that they provide more than a lone rationale. The author can at this moment go straight to shortening the outcome. Sum up the study with the subsequent elements in any summary. Try to limit the initial two items to no more than one line each.

Reason for writing the article—theory, overall issue, purpose.

- Fundamental goal.
- To-the-point depiction of the research.
- Consequences, including definite statistics—if the consequences are quantitative in nature, account for this; results of any numerical analysis should be reported. Significant conclusions or questions that emerge from the research.

Approach:

- Single section and succinct.
- An outline of the job done is always written in past tense.
- Concentrate on shortening results—limit background information to a verdict or two.
- Exact spelling, clarity of sentences and phrases, and appropriate reporting of quantities (proper units, important statistics) are just as significant in an abstract as they are anywhere else.

Introduction:

The introduction should "introduce" the manuscript. The reviewer should be presented with sufficient background information to be capable of comprehending and calculating the purpose of your study without having to refer to other works. The basis for the study should be offered. Give the most important references, but avoid making a comprehensive appraisal of the topic. Describe the problem visibly. If the problem is not acknowledged in a logical, reasonable way, the reviewer will give no attention to your results. Speak in common terms about techniques used to explain the problem, if needed, but do not present any particulars about the protocols here.

The following approach can create a valuable beginning:

- Explain the value (significance) of the study.
- Defend the model—why did you employ this particular system or method? What is its compensation? Remark upon its appropriateness from an abstract point of view as well as pointing out sensible reasons for using it.
- Present a justification. State your particular theory(-ies) or aim(s), and describe the logic that led you to choose them.
- Briefly explain the study's tentative purpose and how it meets the declared objectives.

Approach:

Use past tense except for when referring to recognized facts. After all, the manuscript will be submitted after the entire job is done. Sort out your thoughts; manufacture one key point for every section. If you make the four points listed above, you will need at least four paragraphs. Present surrounding information only when it is necessary to support a situation. The reviewer does not desire to read everything you know about a topic. Shape the theory specifically—do not take a broad view.

As always, give awareness to spelling, simplicity, and correctness of sentences and phrases.

Procedures (methods and materials):

This part is supposed to be the easiest to carve if you have good skills. A soundly written procedures segment allows a capable scientist to replicate your results. Present precise information about your supplies. The suppliers and clarity of reagents can be helpful bits of information. Present methods in sequential order, but linked methodologies can be grouped as a segment. Be concise when relating the protocols. Attempt to give the least amount of information that would permit another capable scientist to replicate your outcome, but be cautious that vital information is integrated. The use of subheadings is suggested and ought to be synchronized with the results section.

When a technique is used that has been well-described in another section, mention the specific item describing the way, but draw the basic principle while stating the situation. The purpose is to show all particular resources and broad procedures so that another person may use some or all of the methods in one more study or referee the scientific value of your work. It is not to be a step-by-step report of the whole thing you did, nor is a methods section a set of orders.

Materials:

Materials may be reported in part of a section or else they may be recognized along with your measures.

Methods:

- Report the method and not the particulars of each process that engaged the same methodology.
- Describe the method entirely.
- To be succinct, present methods under headings dedicated to specific dealings or groups of measures.
- Simplify—detail how procedures were completed, not how they were performed on a particular day.
- If well-known procedures were used, account for the procedure by name, possibly with a reference, and that's all.

Approach:

It is embarrassing to use vigorous voice when documenting methods without using first person, which would focus the reviewer's interest on the researcher rather than the job. As a result, when writing up the methods, most authors use third person passive voice.

Use standard style in this and every other part of the paper—avoid familiar lists, and use full sentences.

What to keep away from:

- Resources and methods are not a set of information.
- Skip all descriptive information and surroundings—save it for the argument.
- Leave out information that is immaterial to a third party.



© Copyright by Global Journals | Guidelines Handbook

Results:

The principle of a results segment is to present and demonstrate your conclusion. Create this part as entirely objective details of the outcome, and save all understanding for the discussion.

The page length of this segment is set by the sum and types of data to be reported. Use statistics and tables, if suitable, to present consequences most efficiently.

You must clearly differentiate material which would usually be incorporated in a study editorial from any unprocessed data or additional appendix matter that would not be available. In fact, such matters should not be submitted at all except if requested by the instructor.

Content:

- Sum up your conclusions in text and demonstrate them, if suitable, with figures and tables.
- In the manuscript, explain each of your consequences, and point the reader to remarks that are most appropriate.
- Present a background, such as by describing the question that was addressed by creation of an exacting study.
- Explain results of control experiments and give remarks that are not accessible in a prescribed figure or table, if appropriate.
- Examine your data, then prepare the analyzed (transformed) data in the form of a figure (graph), table, or manuscript.

What to stay away from:

- Do not discuss or infer your outcome, report surrounding information, or try to explain anything.
- Do not include raw data or intermediate calculations in a research manuscript.
- Do not present similar data more than once.
- A manuscript should complement any figures or tables, not duplicate information.
- Never confuse figures with tables—there is a difference.

Approach:

As always, use past tense when you submit your results, and put the whole thing in a reasonable order.

Put figures and tables, appropriately numbered, in order at the end of the report.

If you desire, you may place your figures and tables properly within the text of your results section.

Figures and tables:

If you put figures and tables at the end of some details, make certain that they are visibly distinguished from any attached appendix materials, such as raw facts. Whatever the position, each table must be titled, numbered one after the other, and include a heading. All figures and tables must be divided from the text.

Discussion:

The discussion is expected to be the trickiest segment to write. A lot of papers submitted to the journal are discarded based on problems with the discussion. There is no rule for how long an argument should be.

Position your understanding of the outcome visibly to lead the reviewer through your conclusions, and then finish the paper with a summing up of the implications of the study. The purpose here is to offer an understanding of your results and support all of your conclusions, using facts from your research and generally accepted information, if suitable. The implication of results should be fully described.

Infer your data in the conversation in suitable depth. This means that when you clarify an observable fact, you must explain mechanisms that may account for the observation. If your results vary from your prospect, make clear why that may have happened. If your results agree, then explain the theory that the proof supported. It is never suitable to just state that the data approved the prospect, and let it drop at that. Make a decision as to whether each premise is supported or discarded or if you cannot make a conclusion with assurance. Do not just dismiss a study or part of a study as "uncertain."

Research papers are not acknowledged if the work is imperfect. Draw what conclusions you can based upon the results that you have, and take care of the study as a finished work.

- You may propose future guidelines, such as how an experiment might be personalized to accomplish a new idea.
- Give details of all of your remarks as much as possible, focusing on mechanisms.
- Make a decision as to whether the tentative design sufficiently addressed the theory and whether or not it was correctly restricted. Try to present substitute explanations if they are sensible alternatives.
- One piece of research will not counter an overall question, so maintain the large picture in mind. Where do you go next? The best studies unlock new avenues of study. What questions remain?
- Recommendations for detailed papers will offer supplementary suggestions.

Approach:

When you refer to information, differentiate data generated by your own studies from other available information. Present work done by specific persons (including you) in past tense.

Describe generally acknowledged facts and main beliefs in present tense.

The Administration Rules

Administration Rules to Be Strictly Followed before Submitting Your Research Paper to Global Journals Inc.

Please read the following rules and regulations carefully before submitting your research paper to Global Journals Inc. to avoid rejection.

Segment draft and final research paper: You have to strictly follow the template of a research paper, failing which your paper may get rejected. You are expected to write each part of the paper wholly on your own. The peer reviewers need to identify your own perspective of the concepts in your own terms. Please do not extract straight from any other source, and do not rephrase someone else's analysis. Do not allow anyone else to proofread your manuscript.

Written material: You may discuss this with your guides and key sources. Do not copy anyone else's paper, even if this is only imitation, otherwise it will be rejected on the grounds of plagiarism, which is illegal. Various methods to avoid plagiarism are strictly applied by us to every paper, and, if found guilty, you may be blacklisted, which could affect your career adversely. To guard yourself and others from possible illegal use, please do not permit anyone to use or even read your paper and file.

Criterion for Grading a Research Paper (Compilation) by Global Journals

Please note that following table is only a Grading of "Paper Compilation" and not on "Performed/Stated Research" whose grading solely depends on Individual Assigned Peer Reviewer and Editorial Board Member. These can be available only on request and after decision of Paper. This report will be the property of Global Journals

Topics	Grades		
	A-B	**C-D**	**E-F**
Abstract	Clear and concise with appropriate content, Correct format. 200 words or below	Unclear summary and no specific data, Incorrect form Above 200 words	No specific data with ambiguous information Above 250 words
Introduction	Containing all background details with clear goal and appropriate details, flow specification, no grammar and spelling mistake, well organized sentence and paragraph, reference cited	Unclear and confusing data, appropriate format, grammar and spelling errors with unorganized matter	Out of place depth and content, hazy format
Methods and Procedures	Clear and to the point with well arranged paragraph, precision and accuracy of facts and figures, well organized subheads	Difficult to comprehend with embarrassed text, too much explanation but completed	Incorrect and unorganized structure with hazy meaning
Result	Well organized, Clear and specific, Correct units with precision, correct data, well structuring of paragraph, no grammar and spelling mistake	Complete and embarrassed text, difficult to comprehend	Irregular format with wrong facts and figures
Discussion	Well organized, meaningful specification, sound conclusion, logical and concise explanation, highly structured paragraph reference cited	Wordy, unclear conclusion, spurious	Conclusion is not cited, unorganized, difficult to comprehend
References	Complete and correct format, well organized	Beside the point, Incomplete	Wrong format and structuring

INDEX

A

Amateurs · 17
Assailants · 2

D

Debarred ·33
Defamiliarising · 33
Demolished 31

E

Evangelists · 18

G

Grievous · 2

M

Malmquist · 7, 8, 11, 13, 14
Morbidities · 13

O

Orthodox ·33
Osteoporosis · 13

P

Perpetrator · 1, 3
Pornographic · 4

R

Resurrection · 19

S

Saussure's ·31, 32
Scrutinize · 18
Shoddy · 18
Slippage · 32
Structuralism · 30, 31 32, 34

T

Terrifying · 19

U

Unconcealment ·31
Unitdceed · 1



save our planet



Global Journal of Human Social Science

Visit us on the Web at www.GlobalJournals.org | www.SocialScienceResearch.org
or email us at helpdesk@globaljournals.org



ISSN 975587

© Global Journals