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Labour Mobility among Academic Staff of State Polytechnics in Nigeria (A Case Study of Adamawa, Bauchi and Yobe States Polytechnics)

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Abstract:

Polytechnics in Nigeria are established by laws to provide skilled technical and vocational manpower at both middle and higher level categories for both public and private organizations in the country. The caliber of training they render also signifies that they exist to trained individuals that are expected to self-reliance and employers of labor in the country. But then, academic staff of states polytechnics in Nigeria are drifting to federal polytechnics, universities, research centers and other organizations in search of better conditions of service which to them are not available in state polytechnics. And this labor mobility to a larger extent seems to be affecting the survival and functionality of state polytechnics in the country. In Adamawa, Bauchi and Yobe states polytechnics, the aftermath of this development is clearly visible. Conducted with the used of both library and non-library based documentation analysis, this research examines the causes of labour mobility among the academic staff of Adamawa, Bauchi and Yobe states Polytechnics in Nigeria. The work also examines the implications and impacts of this mobility of labour on the institutions under study as well as the affected states, region where they exist and Nigeria as a whole. In its further part, the work also advanced with a number of recommendations which if adopted can ameliorate the problem of labour mobility among academic staff of state polytechnics in the states under study and the country in general.

Keywords: Labour, Mobility, Academic, staff and Polytechnics.

1. Introduction

In Nigerian law, education is a general and concurrent matter. This simply implies that government at all levels, religious organizations and the individuals are free to own and manage schools at all levels of education and learning. Although, in terms of funding and standard, public schools differs from private ones in so many ways and aspects. Public schools may enjoy greater fund but private ones boast of better standard in comparison with their public counterparts (Fajunyomi, 2012). Technicians and vocationally skilled manpower at the top and middle classes of management in both public and private organizations are what polytechnics are established to provide (Okedara, 1997). The desire for self-employment and provider of jobs rather than seekers of same make polytechnic education more significant than others in Nigeria, where unemployment with time is rapidly increasing due to over population, dependent on government and white collar jobs as well as high turnout of graduates from an increasing number of tertiary institutions on annual basis. Nigeria as a nation boast of thirty six (36) states and a federal capital authority (Wikipedia, 2015). Each of these states has its own polytechnics. In addition to state government polytechnics, there are federal government polytechnics established at several locations across the six geo-political zones of the country. The rise in number of applicants applying for tertiary education and the country's need for middle class manpower with vocational and technical skills culminated in the establishment of advanced technical schools and later polytechnics at different locations across the country (Fafunwa, 1981). In Adamawa, Bauchi and Yobe states, age long Government Technical Colleges were converted to state polytechnics to contain the states need for technical and vocational manpower requirements. The Adamawa state government owned polytechnic is established with main campus at Jimeta-Yola and withother campuses at Jambutu-Yola and Numan in Numan Local Government Area of the state. Bauchi state polytechnic which is named after the state first civilian governor-Alhaji Abubakar Tatari Ali is located in Bauchi the state capital while Yobe state government owned polytechnic named after an historical icon-Mai Idris Aloomo is located at Geidam a settlement situated 184 kilometers away from Damaturu the state capital.

In communities like those in Nigeria, vocational education is not only a necessity. It is essential as an alternative to the emerging trends of unemployment, poverty and crimes which are associated with joblessness (Uche, 2014). Polytechnics as tertiary institutions do not exist to produce middle class manpower for the society. They produce skilled manpower in the areas of vocation and

technological minded graduates which Nigeria like other third world countries required to achieved their goals of industrial and technological advancement in the future years ahead. Polytechnic graduates are by virtue of trainings giving to them expected to function effectively as not only seekers of jobs but also as creators of same-a development that is expected to ameliorate the problem of unemployment in Nigeria (Omolewa, 2014). Adamawa, Bauchi and Yobe states polytechnics have and are still contributing in the areas of manpower generation for the country. Some of their products are working in the public sectors, others with private organizations and some have established personal businesses which are helping to reducing the rate of joblessness in the country. Therefore, Lecturers and Instructors of these states polytechnics who are entrusted with the responsibility of training such caliber of graduates for the society need to be adequately taking care of especially in relations to condition of service and recognition in the society as part of motivational technique of encouraging them to deliver quality service in the area of training vocational and technical oriented citizens for the society.

Adamawa, Bauchi and Yobe states are part of the northeast region of Nigeria-an area devastated by age long unending insurgency. Therefore insecurity like any other factor is a good determinant of labour mobility in the area. The ravaging nature of infrastructures caused by insurgency and counter insurgency together with the unlawful destruction of human lives and properties are enough reason to scare Lecturers and Instructors working in states polytechnics of Adamawa, Bauchi and Yobe and to force them to seek for employment in more secured places and region. Although, increase take home pay, allowances and other monetary remunerations are reasons which can affect labour shift and mobility (Baba, 2014, 2014 and 2009). But they may not necessarily be the only causes of labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics. Experiences have shown that some academic staff who left Bauchi and other state polytechnics shortly after living for federal tertiary institutions-returned their services back to their initial state polytechnics just to escaped long queue which they have to join in order to benefits certain entitlements which they would quickly assessed if they had remain in state polytechnics where queue is not long due to small number of academic staff. Man`s needs cannot be completely attainable (Maslow, 1967). But then, academic staff of Adamawa, Bauchi and Yobe states polytechnics may be driven to shifting labour to federal tertiary institutions and organizations due to certain reasons which may be more than good salaries and allowances. Recognition and security sometimes serve as stimulants in retaining workers than increase salaries and allowances (Nwachukwu, 2014). Facilities on ground in the polytechnics, internal management relations with academic staff, welfare of Lecturers and Instructors, job protection and security as well as the funding of the polytechnics are variables which can affect the stability and mobility of labour among the academic staff of the polytechnics. Investigating the various causes of this shift in labour among the academic staff of the polytechnics, how this mobility affect the institutions under study as well as the alternative remedies to the problem justify the basis of this research.

1.1. Statement of the Research Problems

Although complimentary supports have been given by the Tertiary Education Trust (TET) Fund are helping to put things in their proper shapes in Adamawa, Bauchi and Yobe states polytechnics. But then, more new shortcomings are emerging to replace initial solved ones. Academic staff motivation package is poor in these institutions. Accommodation and general welfare are far below expectation, take home pay no longer take academic staff home anymore. And level of job recognition as well as working environment in the polytechnics are poor and unsecured. Nepotism, favoritisms, tribalism, religion, politics and other forms of sectionalisms are taking over from hardworking and merits as criteria for selection of academic staff for conferences, further studies and rewards with sensitive positions in the institutions. Disparity in income of academic staff of the institutions compare with that of their colleagues in federal polytechnics is glaring. Son of the soil and foreigner or indigene and non-indigene dichotomy is not only pronounced, but also affecting the working relations among academic staff and between them and the management of the polytechnics. Delay in promotions of academic staff even in cases where necessary requirements have been met as well as divide and rule tactics of internal management in these polytechnics are some of the problems which Adamawa, Bauchi and Yobe states polytechnics are suffering from. Aggrieved and sidelined academic staff of the polytechnics are living for federal tertiary institutions and other organizations-development that is turning these polytechnics into a training ground of experience academic staff often needed by federal tertiary institutions. It is however in order to proffer solutions to these shortcomings that this research became necessary.

1.2. Objectives of the Study

The general and primary objective of the study is that it examines labour mobility among academic staff of Adamawa, Bauchi and Yobe state polytechnics. Other objectives achieved by the study are that:

1. The research examines some of the factors responsible for labour mobility among the academic staff of Adamawa, Bauchi and Yobe states polytechnics to federal tertiary institutions and other organizations in Nigeria.
2. Finds out the implications of such labour mobility on Adamawa, Bauchi and Yobe states polytechnics.
3. Assesses the impacts of this mobility on the development of vocational and technical education on Adamawa, Bauchi and Yobe states.
4. And the research also proffers alternative measures and solutions on how this problem can be ameliorated by the affected institutions, states and federal governments.

2. Literature Review

In a technologically backward nation like Nigeria, the significance of vocational and technical education must not be compromised for any reason. This reason vindicate the view that polytechnic education in a country like Nigeria is a policy matter that government and other stakeholders need to be serious about. Concern and seriousness for education at this level of learning must embody initiatives and plans directed towards improving the working and general conditions of academic staff whose responsibilities it is to educate students on how to become vocationally and technically oriented. Paying little attention to working conditions and general welfare of academic staff of polytechnics in an indication that they will provocatively sought for other institutions and organizations where they believed they will be adequately catered for and recognized. Academic staff leaving Adamawa, Bauchi and Yobe states polytechnics for federal tertiary institutions and organizations where they have better opportunities of enjoying good conditions of service is increasing with time. The bulk of applicants whenever federal polytechnics and universities in the north east region of Nigeria advertise vacancies come from these three states polytechnics-a development that has retrogressive impacts on the state polytechnics they work for. Polytechnics as Akinsanmi (2013) submits are institutions which developing societies require to attain their technological need and aspirations. And this as Anyanwu (2013) and Moorish (2014) posits premise around the fact that vocational and technical education are what every society yawning for greater change required to achieve a developed and advance society.

Academic staff of Adamawa, Bauchi and Yobe states polytechnics are human. Therefore, they have need and the desire for greater achievement and prosperity. And these, if not available in these polytechnics will force them to sought for jobs elsewhere for man as Thomas Hobbes, John Locke and J. J. Rousseau under the social contract theory would want us to believe is move to actions not always by intellect but by appetite, desire and passion. Labour mobility which Nwachukwu (2014) considered as the movement of job from one organization or place to another can as Okeke (2011) pointed out be attributed to poor conditions of service in initial working place where one is shifting or changing from. Constant labour mobility among the academic staff of state polytechnics affects the quality output of the affected institutions and this as Leeper (2013) observed also have negative implication on the society where such institutions are located. If not for anything, Omolewa (2010) submitted that such mobility result in turn, out of half-baked products which practices instead of building, destroy the developmental pattern and moral foundations of human society.

Mackin (2013) asserts that vocational and technical training and education are what societies suffering from poverty and unemployment requires to put back their paste of economic growth on the true track of success. And communities in Adamawa, Bauchi and Yobe states where these polytechnics are located as Baba (2014) observed are suffering from acute poverty, joblessness and high rate of illiteracy. The weapons of liberation from ignorance, poverty and diseases as Akinsanmi (2013) and Otite (2000) educate us are vocational and technical education. And this according to Cebula (2001) is because such caliber of education prepares the ground for entrepreneurship development of human society. Unless the aspirations of Adamawa, Bauchi and Yobe states governments and people are not directed towards technological advancement, they must be willing to invest in the area of technical and vocational education which is the principal targets of polytechnic education. Investing in this area as Modibbo (2015) submits include channeling of funds provided for the management of education to tackle the problems which frustrate academic staff to move their service to federal tertiary institutions or other organizations perceived to be more secured than state polytechnics. In this direction, policy makers or founders of Adamawa, Bauchi and Yobe states polytechnics must acknowledge the fact that academic staff welfare does not only stop in increase salary or take home pay. Job recognition, job protection as well as security as Drucker (1989) pointed out are good motivational instruments. And these, if adequately provided can altered the pattern of labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics.

Labour mobility or worker mobility is a geographical and occupational movement of workers. It is the extent to which workers are able or willing to move between different jobs, occupations and geographical areas (Jason, 2011). The vulnerability of the northeast region of Nigeria to attacks by insurgents itself affects job security and make working environment and condition hectic for academic staff of Adamawa, Bauchi and Yobe states polytechnics which are located all in the trouble region. This has been contributing in no small measure to the rate at which academic staff is leaving state polytechnics in the region. In fact, Gromov (2010) rightly pointed out that labour mobility refers to the ease with workers are able to move around within an economy and between different economies. And this mobility Ayodele and Goh Che Leong (2002) confirmed affect growth and production. Labour mobility embodies two different aspects and experiences. The ease according to Radcliffe (2014) with which workers can move from one job in one particular organization to a job in a different organization not only defines labour mobility, but indicates that labour mobility determines how quickly an economy can develop. This view explains the issue at stake to a reasonable extent. To Adamawa, Bauchi and Yobe states polytechnics, such mobility is a retrogressive experience while to the federal tertiary institutions and other organizations the academic staff are leaving for, it is a progressive experience. The state polytechnics loses experience academic staff trained over years while the federal tertiary institutions and other organizations the academic staff are leaving to benefits from wealth of experiences they never invested in. This equally implies that Adamawa, Bauchi and Yobe states polytechnics as a result of this labour mobility among their academic staff are quickly becoming training ground for breeding experience academic staff for federal tertiary institutions and other organizations.

Labour mobility is the ease with which workers switch career fields to find gainful employment or meet labour needs. This development which can be considered as occupational mobility of labour help maintain strong employment and productivity levels, leading many governments to provide occupational retraining to help workers acquire necessary skills and expedite the process of development of organization (Investopedia, 2014). These measure of retraining can as well play a vital role in motivating academic staff to remain and put in their best efforts towards the development of standard, knowledge, technical and vocational education in Adamawa, Bauchi and Yobe states polytechnics. But the selection method or rather criteria adopted in selecting academic staff for

retraining in these polytechnics need to be more transparent and based on equal opportunity given to all academic staff irrespective of tribe, religion and other forms of sectionalism or else, accumulated grievances will only be translating in academic staff using these polytechnics as stepping stones to acquire necessary experiences needed to give them more advantages and chances to get considered for employment in federal tertiary institutions and other well paid organizations. Kegan Paul (2005) rightly posits that discriminations based on citizenship or national origin and social class have served as the main causes of labour mobility while Gonzalo (2014) complains that ineffective minimum wage law is frustrating workers into deciding to switch labour for improve conditions purpose. In Wikipedia (2014) and Herbert A. Simon (1976), insecurity and lack of job protection as well as recognition were reported as part of the main causes of labour mobility among staff of complex organizations. Adamawa, Bauchi and Yobe state polytechnics are also complex organizations. Because they are made up of staff and students from different cultural, linguistic and religion background.

In complex organization behaviour, Marx Webber was reported by Lewis (2013) to have pointed out that man by nature is an organization animal. Therefore the desire to make him stay and render productive service required for the achievement of organization goals and objective is part of the management tactics and styles of leadership. On annual basis stretching from the periods 2009 to 2014, academic staff are employed in Adamawa, Bauchi and Yobe state polytechnics. In cases where employment is not carried out, replacement exercise is done to refill gap created as a result of academic staff who have left for federal tertiary institutions and other organizations. Fresh employment of academic staff is very common in Yobe state polytechnic than replacement exercise while in Adamawa and Bauchi states polytechnics replacement exercise is more than fresh employment exercise. The interesting issue is that whether fresh employment or replacement exercise, these institutions hardly spends a complete year without getting new academic staff. But then, the annoying part of the issue is that as they come into the academic service of the polytechnics, so they also leave unceremoniously without putting the required number of years needed before disengagement from active academic service in the institutions. The situation may be mild in Adamawa and Bauchi states polytechnics, but it is worst and severe in Yobe state polytechnic. Find below, the data on the percentage of academic staff who have left these polytechnics for federal tertiary institutions and other organizations from 2009 to 2014 as collected from the establishment units of the polytechnics.

2.1. Research Questions

This research raised and answered a number of questions among which include:

1. Why are academic staff leaving Adamawa, Bauchi and Yobe state polytechnics for federal tertiary institutions and other organizations?
2. What are some of the implications of such labour mobility on Adamawa, Bauchi and Yobe states polytechnics?
3. Does this labour mobility affects the development of vocational and technical education in Adamawa, Bauchi and Yobe states?
4. And how can Adamawa, Bauchi and Yobe states governments and polytechnics managements solve this problem of labour mobility among academic staff?

3. Methodology

This research was conducted with the used of both qualitative and quantitative research methodologies. Library and non-library based documentation analysis were utilized in the study. Secondary and primary sources of data were used in the research. Secondary data were sourced from the archives of different centers of research and documentation across Adamawa, Bauchi and Yobe states as well as from other states across Nigeria. Secondary data were also sourced from print materials and other electronic channels. Information collected from the libraries and establishment units of Adamawa, Bauchi and Yobe states polytechnics form part of the secondary data used in the study. Primary data utilized in the research were collected using closed ended questionnaires designed and randomly administered among 150 academic staff chosen from the various departments of Adamawa, Bauchi and Yobe states polytechnics. Instrument of primary data collection were personally administered by the researchers and collected back by them immediately they were filled by the respondents. The Lead Researcher administered 40 questionnaires at Mai Idris Aloomo Polytechnic (Yobe State Polytechnic) at Geidam and 55 at Abubakar Tatari Ali Polytechnic Bauchi while the Co-Researcher administered 33 questionnaires at the Adamawa State Polytechnic campuses at Jimeta and Jambutu in Yola and 22 at the campus located at Numan. The researchers made used of several statistical instruments in the presentation of data while percentage was used as the statistical tool for analyzing data collected. See the table below showing the percentage distribution of questionnaires administered by the researchers.

S/No.	Areas of Questionnaires Administration	Frequency	Percentage
01	Adam. Poly(Jimeta& Jambutu Campuses)	33	22
02	Adam. Poly(Numan Campus)	22	14.67
03	ATA. Poly, Bauchi	55	36.66
04	MIA. Poly, Geidam	40	26.67
05	Total	150	100

Table 1: Percentage Distribution of Questionnaires Administered

Source: Field Survey (2015)

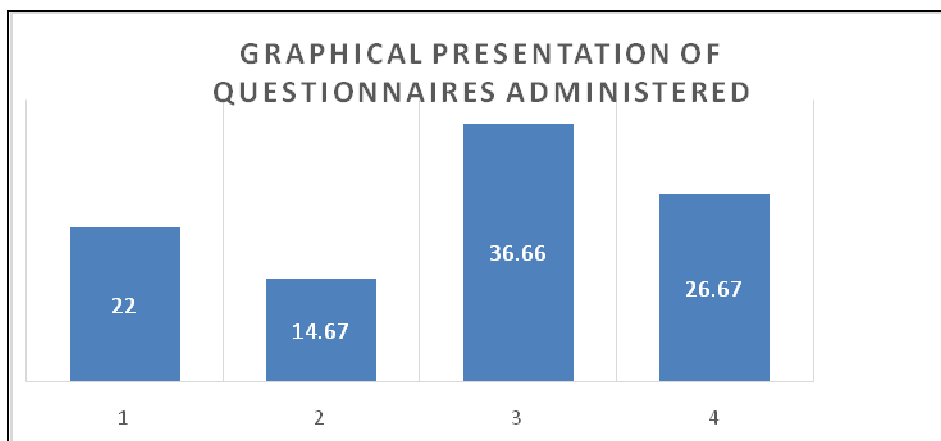


Figure 1: Graphical Presentation of Questionnaires Administered
Source: Field Survey (2015)

- Key:
- 22%-Adamawa State Polytechnic, Jimeta & Jambutu Campuses-Yola
- 14.67%-Adamawa State Polytechnic, Numan Campus
- 36.66%-Abubakar Tatari Ali Polytechnic, Bauchi
- 26.67%-Mai Idriss Alooma Polytechnic Geidam, Yobe State

However note that the illustrations of the questionnaires administered as graphically presented above in the research is statically explained below under figure 2.

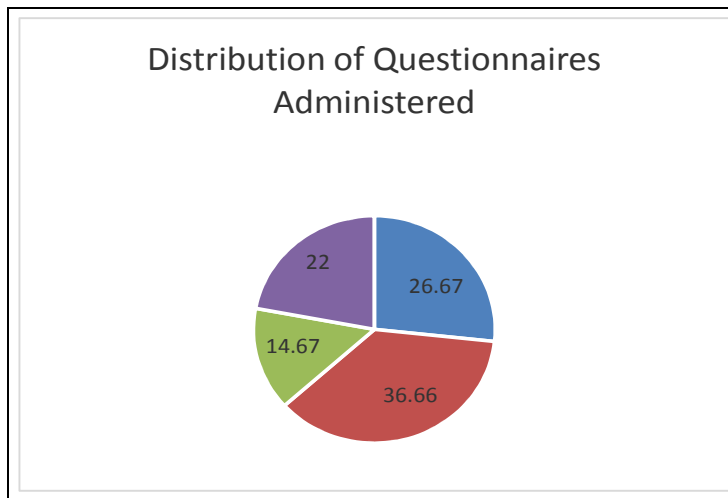


Figure 2: Distribution of Questionnaires Administered

- Key:
- 22% -Adamawa State Polytechnic, Jambutu Campus
- 14.67%- Adamawa State Polytechnic, Numan Campus
- 36.66%- Abubakar Tatari Ali Polytechnic, Bauchi
- 26.67%-Mai Idriss Alooma Polytechnic Geidam, Yobe State
- Source: Field Survey (2015)

Note: 22% of the questionnaire administered for this research were administered at the Jambutu Campus of Adamawa State Polytechnic while 14.67% were administered at the Numan Campus of the same institution. At Abubakar Tatari Ali Polytechnic Bauchi 36.66% were administered and the remaining 26.67% were administered at Mai Idriss Alooma Polytechnic Geidam in Yobe State.

3.1. Data Presentation

In order to carry out this research, a total of 150 questionnaires were self-administered by the researchers amongst the academic staff of Adamawa, Bauchi and Yobe States Polytechnics. All the questionnaires were retrieved which represent hundred percent.

3.2. Analysis of Interpretation:

Percentage was used to analyze response to questionnaires administered and retrieved by the researchers. These were also tabulated and interpreted below:

S/N	Items	No	A (%)	SA (%)	U (%)	D (%)	SD (%)
1	Academic staff of Adamawa, Bauchi & Yobe States Polytechnics are leaving for federal tertiary institutions & well paid organizations.	150	75.33	24.67	0	0	0
2	Disparity in salary, delay in promotion, lack of job recognition and protection are not some of the reasons responsible for labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics.	150	0	0	0	40.67	59.33
3	Insurgency in the north-east region also contribute to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics.	150	20.67	78	0	0	1.33
4	Labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics does not affect the level of vocational and technical education at the state level.	150	0.67	0	0.67	30.66	68
5	Indigene and non-indigene dichotomy contributes to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics.	150	48	0	40.67	11.33	0
6	Labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics does not affect the standard and quality output of the institutions.	150	1.33	0	0	32.67	66
7	Location and environment of the polytechnics contribute to labour mobility among academic staff of the polytechnics	150	18	10	24.67	47.33	0
8	Improve salary package, promptness in promotion of academic staff, equal opportunity without considering religion, gender, tribe and indigene-ship as well as job and environmental security in the north-east are some of the solution to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics.	150	28.67	71.33	0	0	0

Table 2: Labour Mobility among Academic staff Adamawa, Bauchi and Yobe states polytechnics

Source: Field Survey (2015)

4. Discussion of Results

The table above clearly indicates that 75.33% of the respondents involved in this research agreed that academic staff are leaving Adamawa, Bauchi and Yobe states polytechnics for federal tertiary institutions and other well paid organizations. Another 24% of them strongly agreed with this view. Also, 40.67% of them disagreed and 59.33% strongly disagreed with the notion that disparity in salary, delay in promotion, lack of job recognition and protection are not some of the reasons responsible for labour mobility among academic staff of the polytechnics. Insurgency in the north-east region according to 20.67% of the respondents contribute to labour mobility among the academic staff of the polytechnics, 78% of them strongly agreed with this view while only 1.33% of them strongly disagreed with it. Only 0.67% of the respondents agreed that labour mobility among academic staff of the polytechnics does not affect the level of vocational technical education at the state level, another 0.67% strongly agreed with this position while 30.66% disagreed and 68%strongly disagreed with the position. Indigene and non-indigene dichotomy according to 48% of the respondents contributes to labour mobility among the academic staff of the polytechnics, 40.67% of them were undecided on this view while 11.33% of them disagreed with it. Only 1.33% of the respondents agreed that labour mobility among the academic staff of the polytechnics does not affect the standard and quality output of then institutions, 32.67% of them disagreed and 66% of them strongly disagreed with this assertion. Location and environment of the polytechnics according to 18% of the respondents contribute to labour mobility among the academic staff of the polytechnics, 10% of them strongly agreed with this view while 24.67% were undecided and 47.33% disagreed with the view. Improve salary package, promptness in promotion of academic staff, equal opportunity without considering religion, gender, tribe and indigene ship, as well as job and environmental security in the north-east according to 28.67% of the respondents are some of the solution to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics, 71.33% of the respondents also strongly agreed with the view.

5. Conclusion and Recommendations

The following are the major findings of this research:

1. Academic Staff are leaving Adamawa, Bauchi and Yobe States Polytechnics for Federal Tertiary Institutions and other well paid organizations.
2. Disparity in salary, delay in promotion, lack of job recognition and protection are some of the reasons responsible for labour mobility among academic staff of Adamawa, Bauchi and Yobe States Polytechnics.
3. Insurgency in the North-East region contribute to labour mobility among academic staff of Adamawa, Bauchi and Yobe States Polytechnics.
4. Labour mobility affects the level of vocational and technical education in Adamawa, Bauchi and Yobe states.
5. Indigene and non-indigene dichotomy contributes to labour mobility among the academic staff of Adamawa, Bauchi and Yobe States Polytechnics.
6. Labour Mobility among Academic Staff of Adamawa, Bauchi and Yobe States Polytechnics affect the standard and quality output of the institutions.
7. The locations of Adamawa and Bauchi States Polytechnics are okay to their academic staff. But academic staff of Yobe State Polytechnic complained that the location of their institution is not okay especially because there is no single Bank in Geidam where the Polytechnic is located-they have to travel hundreds of kilometers to carryout transactions mostly when salary is paid.
8. Improve salary package, promptness in promotion of academic staff, equal opportunity irrespective of gender, religion, tribe and indigene ship as well as job and environmental security in the North-East region are some of the solution to Labour Mobility among Academic Staff of Adamawa, Bauchi and Yobe States Polytechnics.

Based on the major findings made by this research as given above, the followings are the recommendations of the research:

1. Adamawa, Bauchi and Yobe States Governments of Nigeria should review upward, the take home pay of academic staff in their Polytechnics.
2. Promotion of Academic Staff in Adamawa, Bauchi and Yobe States Polytechnics should be prompt.
3. The Federal Government of Nigeria and stake holders in the area of security must wake up to the challenges of countering insurgency in the north-east region of Nigeria.
4. Managements of Adamawa, Bauchi and Yobe States Polytechnics must endeavour to shun tribalism, nepotism and favoritism among their academic staff.
5. Sentimentalism on ground of gender, religion and indigene ship must also be avoided.
6. Equal opportunity to developed and excel must be extended to all academic staff without any form of discriminations.
7. In addition to improve package for academic staff, Adamawa, Bauchi and Yobe States Governments should improve funding of polytechnic education in their states.
8. Improve conditions of service for academic staff of the polytechnics are required in order to promote job security and protection.
9. Yobe State Government should facilitate the establishment of financial institutions in Geidam where its polytechnic is located.
10. And, there should be open door policy for further studies among academic staff especially in Adamawa State Polytechnic.

6. Acknowledgement

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Appendix 1**Formal Introductory Letter**

School of Administrative and Business Studies,
Mai Idris Aloomo Polytechnic Geidam,
P. M. B. 1020, Geidam, Yobe State, Nigeria.
October 20, 2015.

The Registrar,
Adamawa State Polytechnic Yola,
Adamawa State, Nigeria.

Dear Sir,

Request for Vital Information and Permission to Administer Questionnaire

We are academic staff of the above mentioned polytechnic carrying out research on “Labour Mobility among Academic Staff of State Polytechnics in Nigeria” with Adamawa, Bauchi and Yobe States Polytechnics as our case study. We shall be appreciative if your humble office permits the establishment unit of your institution to provide us with information relating to intake and departure of academic staff from your polytechnic between the years 2009 to 2014.

We shall also be grateful if you permit us to administer 55 questionnaires among academic staff in your campuses at Jimeta, Jambutu and Numan. We promise to keep all information collected confidential and to be used only for the purpose of this research.

Thank you.

Ours Sincerely,
Ibrahim Baba and Uthman Morakinyo Ibrahim.

Appendix 2**Formal Introductory Letter**

School of Administrative and Business Studies,
Mai Idris Aloomo Polytechnic Geidam,
P. M. B. 1020, Geidam, Yobe State, Nigeria.
October 20, 2015.

The Registrar,
Abubakar Tatari Ali Polytechnic Bauchi,
Bauchi State, Nigeria.

Dear Sir,

Request for Vital Information and Permission to Administer Questionnaire

We are academic staff of the above mentioned polytechnic conducting research on “Labour Mobility among Academic Staff of State Polytechnics in Nigeria”. Your institution is one of the three to be studied in this research. We therefore request your humble office to direct your polytechnic establishment unit to supply us with information relating to academic staff intake and departure from 2009 to 2014. We also request for your permission to administer 55 questionnaires among the academic staff of your institution.

We promise your humble office that all information collected through these processes shall be used for the purpose of this research and nothing more than it.

Thank you.

Ours Sincerely,
Ibrahim Baba and Uthman Morakinyo Ibrahim.

Appendix 3**Formal Introductory Letter**

School of Administrative and Business Studies,
Mai Idris Aloomo Polytechnic Geidam,
P. M. B. 1020, Geidam, Yobe State, Nigeria.
October 20, 2015.

The Registrar,
Mai Idris Aloomo Polytechnic, Geidam,
Yobe State, Nigeria.

Dear Sir,

Request for Vital Information and Permission to Administer Questionnaire

We are academic staff of the above mentioned school in your polytechnic conducting research on “Labour Mobility among Academic Staff of State Polytechnics in Nigeria”. Our polytechnic is one of the three institutions to be studied in this research. We their request that you direct the establishment unit of the polytechnic to supply us with information on the intake and departure of academic staff from the polytechnic from 2009 to 2014. We also request for your permission to administer 40 questionnaires among academic staff of the polytechnic.

Sir, we promise your humble office that all information given to us through the above requested methods shall be treated with maximum confidentiality and for the purpose of this research.

Thank you.

Ours Sincerely,
Ibrahim Baba and Uthman Morakinyo Ibrahim.

Appendix 4**Research Introductory Letter**

School of Administrative and Business Studies,
Mai Idriss Aloomo Polytechnic Geidam,
P. M. B. 1020, Geidam, Yobe State, Nigeria.
October 20, 2015.

Dear Respondent (Colleague),

We are academic staff of the above mentioned polytechnic conducting research on “Labour Mobility among Academic Staff of State Polytechnics in Nigeria” with Adamawa, Bauchi and Yobe states polytechnics as our case study. We shall be very appreciative if you can provide us with your humble response to the questionnaire attached to this letter. All information provided by you shall be treated with maximum confidentiality and for the purpose of this research.

Thank you.

Ours Sincerely,
Ibrahim Baba and Uthman Morakinyo Ibrahim.

Appendix 5**The Questionnaire****Section A: Respondents Bio-data**

1. Designation:
2. Gender:
3. Age:
4. Marital Status:

Section B: Instruction

Please do not make any comment beside questions provided. You are only requested to choose one from the alternatives or optional answers provided beside questions given.

Section C: Questions:

1. Academic staff of Adamawa, Bauchi and Yobe states polytechnics are leaving for federal tertiary institutions and other well paid organizations?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
2. Disparity in salary, delay in promotion, lack of job recognition and job protection are not some of the reasons responsible for labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
3. Insurgency in the north-east region also contribute to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
4. Labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics does not affect the level of vocational and technical education at the state level?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
5. Indigene and non-indigene dichotomy contributes to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
6. Labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics does not affect the standard and quality output of the institutions?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
7. Location and environment of the polytechnics contribute to labour mobility among academic staff of the polytechnics?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed
8. Improve salary package, promptness in promotion of academic staff, equal opportunity without considering religion, gender, tribe and indigene ship, as well as job and environmental security in the north-east are some of the solution to labour mobility among academic staff of Adamawa, Bauchi and Yobe states polytechnics?
A-Agreed, SA-Strongly Agreed, U-Undecided, D-Disagreed, SD-Strongly Disagreed