

Campus Eco-security Framework and Job Satisfaction of Lecturers in Public Universities in Akwa Ibom State, Nigeria

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Abstract : *The study determined the extent to which campus eco-security framework variables (emergency plans and alert system, community policing, community with internal security agencies, partnership with local media and controlling of visitors in campus) jointly predicts lecturers' job satisfaction in public universities in Akwa Ibom State, Nigeria. To achieve this, joint specific objective was stated, joint research question was raised and joint null hypothesis was formulated to guide the study. Abraham Maslow's theory of need (1946) was adopted for the study. Ex-post facto research design was used for the study. The population of the study comprised all 1,706 lecturers in University of Uyo, Uyo and Akwa Ibom State University, Mkpato Enin in Akwa Ibom State. Simple random sampling technique was used for selecting 510 lecturers which represents 30% of their population. An instrument titled Campus Eco-security Questionnaire (CEQ) and job satisfaction of lecturers Questionnaire (JSLQ) were used for data collection from lecturers. The instrument was validated by two experts from the Department of Educational Management and one from the Department of Criminology, both in University of Uyo, Uyo. The reliability of the instrument was determined using Cronbach Alpha analysis and the index reliability coefficient of 0.76 was realized and utilized for CEQ and 0.78 for JSLQ. Multiple regression statistics was used to answer the research question and to test the null hypothesis at .05 significant level. Findings of the study revealed that community policing, communication with internal security agencies and partnership with local media significantly predict lecturers' job performance while emergency plans and alert system and controlling of visitors in campus is not significant in public universities in Akwa Ibom State. It was concluded that a useful policy should be made prioritizing community policing, inter-agency communication and media partnerships, while upgrading emergency plans systems and visitor control so they become more visible, reliable and practical. It is recommended amongst others that, Universities management should review and improve emergency drills, evacuation procedures, alarm systems and alert messaging so they are practical and easy to use. If lecturers are trained regularly and can see that the system works during real or simulated incidents, the effect may become more meaningful.*

Introduction

In every organization world over, the importance of job satisfaction which could be refer to as feelings either good or bad that one has about his/her work environment could not be overemphasized. To university lecturers, job satisfaction is very vital as it could help them to carry out their duties effectively and consequently enhanced their work motivation and productivities. Satisfied lecturers are more likely to remain in the teaching profession, show a higher level of commitment, can work extra hours to ensure that students acquire sustainable skills. Also, satisfied lecturers could encourage and motivate students towards improving their performances. It is assumed that when there is job satisfaction among lecturers, a lot of money could be saved in higher institutions for staff trainings and development programmes because happy lecturers will continue to stay on the job.

Despite the importance of job satisfaction to lecturers and the university system which is the university campus traditionally been viewed as a sanctuary for intellectual exploration, research, and critical thinking. Contemporary higher education institutions globally seem to face an escalating wave of security vulnerabilities, ranging from campus cultism and civil unrest to targeted physical assaults and kidnapping on school members. For university lecturers, who serve as the primary drivers of teaching, research, and community service, the physical environment directly dictates their psychological readiness to perform and their availability to attend to students' needs even beyond classroom setting. When the campus space becomes unpredictable, the resulting psychological strain can significantly disrupt lecturer's academic productivity and institutional stability.

To mitigate these threats, the study seeks to deploy diverse, multi-layered safety protocols in which a comprehensive campus safety infrastructure relies on a combination of technical, collaborative, and structural mechanisms. These include synchronized emergency plans and alert systems, proactive community policing models, direct communication channels with

internal security agencies, strategic partnerships with local media for accurate threat reporting, and stringent visitor control measures at campus entry points. When seamlessly integrated, these sub-variables of campus eco-security form a cohesive security framework designed to harden the campus against external shocks and internal disruptions. While the primary intent of these security measures is to safeguard physical assets and human life, their psychological impact on the workforce is equally profound as employee behaviour is heavily influenced by their perception of safety within the workplace. For university lecturers, the presence or absence of robust security measures shapes their daily decisions, including their willingness to conduct late-evening lectures, supervise research in isolated laboratories, or remain accessible to students outside standard operating hours. Therefore, understanding how specific campus eco-security influence lecturers' well-being is crucial for optimizing university administrative policies.

Statement of the Problem

Job satisfaction helps staff to effectively carry out their duties as they are motivated for enhanced productivity. Additionally, the satisfaction of lecturers significantly impacts the overall functioning and performance of the institutions. Despite the importance of job satisfaction in the higher education system, it seems some lecturers are experiencing low levels of job satisfaction or are not having satisfaction the way they ought to with their jobs. It also seems that lack of job satisfaction could negatively influence their performance and overall effectiveness in the institution. Problem because universities have increasingly transformed from peaceful academic enclaves into high-risk environments prone to theft, physical harassment, cult-related violence, and external security breaches. This deteriorating security situation has triggered a severe psychological backlash among academic staff, giving rise to the critical problem of absenteeism, avoidance behaviour and lateness to work.

This invisible form of effects brought about by job dissatisfaction severely undermines instructional delivery, delays student graduation timelines, and destabilizes the overall administrative and research productivity of higher institutions. To counter these threats, university managements invest heavily in diverse security measures, including emergency alert systems, community policing, external security coordination, local media management, and strict access controls for visitors. However, despite these structural interventions, job dissatisfaction among lecturers still persists. Hence, this study addresses this exact gap by determining the precise extent to which emergency plans and alert system, community policing, communication with internal security agencies, media partnerships, and visitor controls collectively and individually predict job satisfaction among public universities lecturers in Akwa Ibom State.

Purpose of the Study

The purpose of the study was to examine the difference in job satisfaction of lecturers based on joint variables of campus eco-security framework (emergency plans and alert system, community policing, community with internal security agencies, partnership with local media and controlling of visitors in campus) in Public Universities in Akwa Ibom State.

Research Questions

Based on the purposes of the study, the following research question was raised:

What is the difference in job satisfaction of lecturers based on joint variables of campus eco-security framework (emergency plans and alert system, community policing, community with internal security agencies, partnership with local media and controlling of visitors in campus) in Public Universities in Akwa Ibom State?

Research Hypotheses

There is no significant difference in job satisfaction of lecturers based on joint variables of campus eco-security framework (emergency plans and alert system, community policing, community with internal security agencies, partnership with local media and controlling of visitors in campus) in Public Universities in Akwa Ibom State.

Theoretical Framework

Theory of Hierarchy of Needs (Abraham's Maslow, 1954)

This theory was propounded by Abraham Maslow in United States of America in the year 1954. It states that lower -level basic needs like air, food, shelter, drink, warmth, sleep, have to be satisfied first before continuing to meet high-level growth needs. The high-level growth needs include: safety, belongingness and love, esteem and self-actualization, using a hierarchy of needs for its illustration. According to Maslow (1954), human beings are always in need and their needs are arranged in five levels such as: Physiological needs, Safety and Security needs, Belongingness, Love and Social needs, Esteem needs and Self-actualization needs as shown in the diagram.



Figure 2.1: Maslow's Need Diagram by Maslow A.H. (1954)

The first order need refers to the physical needs that has the ability to sustain human lives. These needs include; water, food, air, shelter, sleep, warmth, medicine among others. Safety and security is the next in the hierarchy. The Security needs include: Personal Security (living in a safe place), financial security, health and well-being of employees (medical insurance). Safety and security needs implies that a safe environment free from threats should be provided for lecturers. Love, social and belongingness needs are the third category of needs in Maslow's model. This level of needs involves feelings of belongingness, acceptance of human beings in their different social groups. This implies that they should be a cordial relationship between superiors and subordinates in the system. By so doing, some of the lecturers will have a feeling of acceptance. The fourth category of needs is esteem needs. Esteem needs involve the desire to feel good about ourselves. According to Maslow, esteem needs include two components. The first involves feeling self-confidence and feeling good about oneself. The second component involves feeling valued by others; that is, feeling that our achievements and contributions have been recognized by other people. The last category of needs is the self-actualization needs which require the quest of getting to the top. It is for one to be fulfilled and acquire one's potentials as a person.

This theory is related to this study because there is a link between motivation and job satisfaction. However, one cannot talk of job satisfaction in higher institution if the basic needs especially that of security and physical needs are missing.

Conceptual Framework

Concept of Eco- Security

Nkwede (2013) defined security as freedom from or the absence of those tendencies which could undermine internal cohesion, corporate existence, and vital institutions of the nation. Maigari, *et al.*, (2016) opined that security suggests freedom from threat and the ability of the government to create and sustain a conducive atmosphere. Based on the foregoing and in the context of this work, eco-security means combined safety used in keeping people, property and surrounding from any form of threat within university campuses. It also refers to a condition whereby lecturers and students have a safe and conducive environment for effective teaching and learning.

Concept of Job Satisfaction

Pratama *et al.* (2021) defined job satisfaction as worker's positive emotion towards their current work which is derived after evaluating their current job. Mahmood *et al.*, (2021) opined that job satisfaction can happen when employees' work outcomes surpass their expectations. However, Janib *et al.*, (2021)) opined that job Satisfaction among individuals indicates a positive impact on their working behaviors. It also demonstrates a great influence on workers' decision to continue working with their organization. Job satisfaction is very important because it can save a lot of money from job advertisements and other training programmes because happy employees normally continue staying with the same organizations (Gurková *et al.*, 2013). Therefore, ensuring high job satisfaction among employees is significant to all organizations. The importance of job satisfaction in the work place cannot be taken lightly due to the fact that it refers to how employees feel about their gains and successes in the work environment, Aziri, (2011). Job satisfaction is determined by the total amount of positive and negative perceptions of academic staff with regards to their

working/teaching environment (Ayamolowo, *et al.* 2013). In this study, Job satisfaction refers to the feelings either good or bad that one has about his/her work environment.

Concept of Emergency Plans and Alert System

Zhang (2017) defined emergency alert system as a public safety service system that provides emergency alerts before or during an emergency to mobile devices. This service is used by governments and approved communication technology companies around the world. It enables people to take actions when they receive alerts. Mobile emergency alerts are text-like messages that are sent to users' mobile devices in case of emergency. The types of emergency alerts include but are not limited to severe weather information, natural hazards, imminent threats, national security and local incident information. Emergency alerts became a priority for many universities after Virginia Tech was criticized for a slow response that had given gunmen more time to kill (Wu, *et al.*, 2008). This led to the launch of emergency alert system in April 2007, in the University of Maryland (UMD). Moreover, the emergency alert system launched by UMD was in the form of a text-message that allowed the university police to notify subscribers via brief text messages (SMS) sent to cell phones and other mobile devices (Wu, *et al.*, 2008). There are different types of emergency alert system like the short message service (SMS) also known as text-message - "a service component that uses standardized communication protocols to enable mobile devices to exchange short text messages" Drj, (2011). Iribarren, *et al.*, (2017) described this type as a common type because it is widely available for virtually every type of mobile device and moreover, about 95% of the world population currently live in areas with cellular network coverage. There are other types like the hybrid cloud-based architecture proposed by Palmieri, *et al.* (2016) used for managing, computing and storage resources needed to control activities during emergency situations. In Palmieri *et al.* (2016) view, this system also uses a novel positioning approach which utilizes signal data from physical landmarks placed by first responders in an emergency attack location as well as data from motion sensors.

Concept of Community Policing

Community policing has been defined in several ways for instance, Lawson (2012) defined community policing as an organizational approach structured to improve human relations, improve police transparency, and allow for robust problem-solving through community partnerships. Williams, *et al.*, (2016) defined community policing as a policing model that supports and promotes community-police integration in the coproduction of public safety and public order. Similarly, Mwaniki (2016) defined community policing as a philosophy that promotes organizational strategies which support the systematic use of partnerships and problem-solving techniques, to proactively address the immediate conditions that give rise to public safety issues such as crime, social order and fear of crime. Likewise, Swamy (2018) defined community policing as a philosophy and an organizational strategy that promotes a new partnership between people and their police. Furthermore, Glaser and Denhardt (2019) defined community policing as an organizational approach to policing with a structurally designed shift in organizational priorities from data driven response, investigations, and arrests, to an approach anchored on transparency, problem solving, and police-citizen collaboration. From the foregoing definition, it means community policing is the exchange of thoughts, plans, and resources, all of which facilitate interdependence between the police and community. It is also a mechanism/strategy used for identifying, prioritizing, and solving contemporary problems such as crime, drugs, fear of crime, social and physical disorder, with the goal of improving the quality of life in the area.

Concept of Communication with Internal Security Agencies

Security teams are responsible for supervision of the well-being of an organization's people, assets and their work place. As a matter of fact, they face numerous challenges since every organizational function is impacted by security. With such widespread influence, it is important that security has an internal voice in any form of communications. Therefore, the issue of communication between managers of higher institutions and internal agency for the purpose of security cannot be over emphasized. Desa, *et al.* (2019) defined communication as a process of information exchange through the individual and through symbols such as signs, behavior, exercise, and so on. Communication in the workplace can occur in various forms like verbal and nonverbal communication. Verbal communication is defined as communication by using the mouth (oral) in the conveyance of information when talking to people such as face-to-face, meetings, and conversations over the phone. Non-verbal communication is the message conveyed without the use of words such as motion and how to stand or sit, face and eye movements, voice signals. Communication with security agencies in higher institution seems to play a significant role in having a good relationship among workers.

Concept of Partnership with Local Media

The word media is defined as one of the means or channels of general communication, information dissemination, or entertainment in society, such as news on radio or television. Ojo, (2018) posits that media is the collective communication outlets or tools that are used for storing and delivering information or data. The author explained that it is either associated with communication media, or the specialized mass media communication businesses such as: print media and the press, photography, advertising, cinema, broadcasting (radio and television) and publishing. Functions of Media are as follows: Inform (a teacher function), Surveillance (a watcher function), Service the economic system, hold society together (act as sort of a cultural glue) and Entertain. Ojo, (2018). Partnership with local media will cost a small amount of money, for quick information disintegration especially towards security. In campuses of Nigeria, Iyang and Ubang (2013) noted that there have been series of crime both violent and non-violent crimes such as armed robbery, assassination, ransom-driven kidnapping, drug trafficking, cultism, corruption,

murder, etc which have affected the safety of people. This is also the case in campus in Akwa Ibom state. However, Ugwu, *et al.* (2021) noted that this issue of crime in Nigerian campuses have restricted major foreign direct investment into the country especially in the educational system. Yet, this insecurity issues have led to media promotions for police/public partnership to assist in quick reporting and investigations of criminal activities. Media technology has made communicating increasingly easier. Today, children are encouraged to use media tools in school and are expected to have a general understanding of the various technologies available. There are several examples of media that should be used for communicating criminal activities to the appropriate authorities. The internet is one of the most effective tools in media for communication. Tools such as e-mail, Skype, Face book etc., have brought people closer and created new online communities.

Concept of Controlling of Visitors in Campus

Higher institutions have the obligation of making students' and staff safe on campus. This is because unwanted visitors in the school premises could be a potential threat to students and staff. Such situation could affect the job satisfaction of lecturers. However, there have been several reports of armed robbery or kidnapping of lecturers on campus. If any incidents happen on-campus regarding the safety of the people, it could ruin the school or university's reputation. Gulgulia (2021) posited that visitor management is a key factor towards safety within the campus. The author defined it as the process of receiving visitors on your premises in a way that is safe and secure for both the host and the visitor. He opined that it isn't just about registering the names and other relevant details of visitors at the time of their entry but seeks to address all aspects of having visitors in your building such as tracking their activity/movement, giving them access to the right areas, providing clear directions and instructions to navigate, and extending an overall convenient experience. Visitor's management is an important component of security frameworks in schools and universities. Traditional techniques of recording visitor information depended on manual form but Gulgulia (2021) recommended the use of technology like the biometric visitor management. This new technology has gained a lot of fame and have been accepted widely in various countries of the world. However, it uses fingerprint scanners and face recognition to record data and incorporate that into detailed, customized reports that can be easily accessed by the faculty/staff members registered as admins in the visitor management software. Now with the global use of mobile devices, this software can be linked to mobile devices, making it easy for the school management to keep a track of the activities within their environment at all times even when they are not on campus. Kazlauskas (2018) opined that every visitor to the school should be badged every day. That is visitors' identification should be mandatory in all schools, where a visible identification tag could be made for them to be worn at all times when on school premises. This method seems to act as a visual deterrent to unwanted guests by restricting access to visitors with bad purposes.

Research Methods

Ex-post facto research design was adopted for the study because it traces the causes of some observable behaviour and establishes the causal connections by searching for plausible causal factors. The total population of the study was 1706 academic staff present in both Public Universities in Akwa Ibom State. 30% of the lecturers' population was used as sample size, resulting in 510 lecturers. Campus Eco-security Questionnaire (CEQ) and Job Satisfaction of Lecturers Questionnaire (JSLQ), all for lecturers were used to collect data. Cronbach's Alpha Analysis tool was adopted for the study and they yielded reliability coefficient indices of 0.76 and 0.78 respectively while multiple regression analysis was used to answer the research question and also test null hypothesis on the difference of all the sub-variables.

Answering of Research Question

Research question: How do all the Campus Eco-security framework jointly predict job Satisfaction of Lecturers in Public Universities in Akwa Ibom State?

Table 4.1: Result of R and R² Coefficient of Multiple Regression Analysis for the prediction of job satisfaction of lecturers by campus eco-security framework variables

Variables	R	R-Square	Adjusted R Square	Std Error of the Estimate
Predictors				
Job Satisfaction	.681	.464	.458	4.82394

Table 4.1 result indicates the strength of the relationship between the predictors (emergency plans and alert system, community policing, communication with internal security agencies, partnership with local media and controlling of visitors in campus) and the dependent variable (job satisfaction of lecturers). R, the correlation coefficient (.681) is the linear correlation coefficient between the campus eco-system framework variables and job satisfaction of lecturers. Its value reveals a moderate and positive relationship. R², the coefficient of determination (.464) is the squared value of the correlation coefficient. The result means that campus eco-security framework variables jointly predict job satisfaction of lecturers in public universities in Akwa Ibom State.

Testing of null hypothesis

Testing of Hypothesis: Campus Eco-security Framework variables (emergency plans and alert system, community policing, communication with internal security agencies, partnership with local media and controlling of visitors in campus) do not significantly predict job satisfaction of lecturers in Public Universities in Akwa Ibom State.

Table 4.2: Result of Multiple Regression Analysis for the prediction of job satisfaction of lecturers using five campus eco-security framework variables (emergency plans and alert system, community policing, communication with internal security agencies, partnership with local media and controlling of visitors in campus) in public universities in Akwa Ibom State.

Source	Sum of Square	df	mean square	F	Decision P<.05
Regression	9853.452	5	1970.690	84.687	.000
Residual	11402.498	490	23.270		
Total	21255.950	495			

	Unstandardized Coefficient	Standardized Coefficient		
	Std. Error	Beta	t	Sig
(Constant)	.942		62.575	.000
Emergency plans and alert sys.	.558	-.004	-.096	.923
Community Policing	.528	-.083	-2.167	.031
Communication with Int. Sec. Ag.	.595	-.139	-3.308	.001
Partnership with local media	.487	-.042	-1.175	.240
Controlling of visitors in campus	.525	-.565	-15.174	.000

The result in Table 4.2 shows F calculated of 84.687. Since the calculated value is less than at 0.05 alpha level with 5 and 490 degrees of freedom, the result is significant. Therefore, the null hypothesis that campus eco-security framework variables (emergency plans and alert system, community policing, communication with internal security agencies, partnership with local media and controlling of visitors in campus) do not significantly predict job satisfaction of lecturers in Public Universities in Akwa Ibom State is rejected in favour of the alternate one. However, the lower part of the Table shows the predictive capability of each of the five predictors (Campus Eco-security framework variables). The t-values and the associated values of significance levels have shown that only three of the predictors are significant predictors of job satisfaction of lecturers in public universities in Akwa Ibom State.

The three significant predictors are community policing ($t=-2.16$, $p < 0.05$), communication with internal security agencies ($t=-3.30$, $p < 0.05$) and controlling of visitors in campus ($t=-15.17$, $p < 0.05$). The other two emergency plans and alert system ($t=-0.96$, $p > 0.05$), and Partnership with local media ($t=-1.17$, $p > 0.05$) are not significant predictors of job satisfaction of lecturers in public universities in Akwa Ibom State. Therefore, the predictive equation for this study is: Job Satisfaction = .942 + .558 Emergency plans and alert system + .528 Community policing + .595 Communication with internal security agencies + .487 Partnership with local media + .525 Controlling of visitors in campus.

Recommendations

- Universities management should review and improve emergency drills, evacuation procedures, alarm systems and alert messaging so they are practical and easy to use. If lecturers are trained regularly and can see that the system works during real or simulated incidents, the effect may become more meaningful.
- Universities management should create a clear community policing structure with designated contact persons for each campus. When lecturers know that the local community is actively involved in protecting the school environment, their sense of safety and job satisfaction is more likely to improve.
- Universities management should also improve information sharing on incidents, suspicious behaviour, and emerging threats. Better coordination with internal security agencies can reduce delays in intervention and make lecturers feel more protected and valued.

- iv. The Universities management should also engage media partners in promoting positive security culture, anti-violence messages and campus safety education. This will help shape public support for safe school environments and indirectly strengthens lecturers' confidence and satisfaction.
- v. School authorities should tighten visitor registration, identification, and escort procedures while avoiding unnecessary delays that may disrupt academic work.

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