



Security Risks Management Strategies and Conducive Work Environment in Federal Universities South-South Nigeria

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Abstract: The study determined the extent to which security risks management strategies predict conducive work environment in Federal Universities South-South Nigeria. Two specific objectives, research questions and null hypotheses were stated to guide the study. The research design of the study was the correlational research design. The population of the study consisted of 5,161 lecturers from four federal universities in South-South Nigeria. A sample size of 400 lecturers was used for this study. The sample size was determined using Taro Yamane formula. Simple random sampling was then used to select respondents for the study. The researcher developed two instruments entitled "Security Risk Management Strategies Questionnaire (SRMSQ)" and "Conducive Work Environment Questionnaire (CWEQ)" were used for data collection. The draft of the two instruments was subjected to face validation by three experts from the Faculty of Education, University of Uyo. The reliability of the instruments of the study was determined through the split half method. The instrument was administered on 50 respondents (lecturers) who were not part of the sample. The data collected was subjected to Cronbach Alpha reliability test to ascertain the reliability indices of the instruments. This gave values of 0.87 and 0.83 for SRMSQ and CWEQ respectively. Simple Linear Regression was used to answer the research questions and to test the null hypotheses at .05 level of significance. Findings of the study reveals significant influence of security risk awareness and identification on conducive work environment. The overall effect indicates that security risk management strategies have a very high positive and significant predictive effect on conducive work environment. It was recommended among others, that school authorities should create more awareness among members of staff on safety and security issues. The outsourcing of security functions to private security firms should be given to firms with capable manpower and technology as well as leverage.

Keywords: Security, Management, Risk, Conducive, Work, Environment, University.

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BACKGROUND OF THE STUDY

School security management is holistic practice designed to ensure safety of staff, students and other stakeholders, protecting the facilities and assets of the University, investigating and detecting crimes, reducing the incidence of reported crimes

and the apprehension and prosecution of offenders. Improving school security makes educational environments safe and secure spaces for learners, teachers, non-teaching staff and the host community. Therefore, it is necessary to manage school security issues properly in order to prevent accidents and

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incidents, creating an environment in which physical, emotional and social wellbeing is promoted.

A security risk could be explained as a person or situation which poses a possible threat to the security of an individual or the organization as a whole. Security risks are also considered as the occurrences or opportunities that would impact negatively in the delivery of the universities core mandate, the quality of its products, and the achievement of its set goals as well as excellence of its reputation. This is why Bill (2017) opined that security risks can be as diverse as the threat of a global pandemic and a missed opportunity to enhance an existing organization practice. This means that security risks may include; global pandemic, natural disasters such as flood, earthquakes, physical attacks, terrorism and other harmful human activities that affect the day to day running of any organization. To Amundrud *et al*, (2017) security risk is the relationship between threat towards a given asset and these assets vulnerabilities to the specified threats. In this regard, Enang (2019) states that university campuses in recent times have been infested with all manner of criminalities which sadly paint an opaque and rather disheartening picture. He went further and observed that cultism, kidnapping, rape, burglary, bullying, cell phone snatching, stealing, violent demonstration by students, vandalism, arm robbery, and other forms of assault are major security risks on university campus. It is pertinent to state here that for the universities management to be able to manage these security risks so as to make their work environment conducive there must be an effective security risk management strategy in place in their strategic management plan.

Security risks management strategies could be explained as the ongoing process of identifying these security risks and implementing plans to address or manage them. It is regarded as a central part of any organization's strategic management, in that, it is the process whereby organizations methodically address and manage the security risks affecting their activities with the goal of achieving sustainable benefits within each activity and across portfolio of all activities (Turner, 2023). An effective security risks management strategy will make the universities management to be sensitive to want to protect itself against threats and ensure the security of its assets. Without a strong security risk management strategy in place, an organization is vulnerable to a range of threats, including natural and physical security breaches. It therefore can be said that security risks exist in the universities work environment and its management using security risks management strategies will enhance a conducive work environment in our universities.

Security risks management could be carried out with the following strategies such as; security risk awareness, security risk identification, security risk assessment, security risk profiling, emergency response plans, school safety-security committee, as well as security risk transfer.

Security risk awareness is a security risk management strategy which could be defined as a process whereby members of any organization acquire the knowledge and attitude regarding the protection of the organizations human and material resources. It is carried out by security professionals or the security department of the organization through orientation, training, security update via newsletters, emails and text messages among members from all layers of the organization and other stakeholders. If the university management is aware of these security risks as highlighted earlier, they will become sensitive to start planning on how best to manage it effectively. The lessons learned from security awareness program helps the staff, students and other stakeholders to understand the importance of strong security personally to them as well as enable the management of the organization to identify various security risks in their environment.

Security risk identification could be explained as the process of specifically identifying what constitute security risk to the entire organization. It is regarded as the second stage of security risks management. It includes the identification of specific security threats such as, cultism, vandalism, rape, burglary, violent students' demonstration, arm robbery, etc that could disrupt a work environment especially the university work environment. This is why Kalotta (2018) affirmed that security risk identification involves identifying and classifying sources of security threats to realize what must be managed in any organization or workplace. It enables the organization to develop plans to manage harmful events before they arise, after identification of these risks the next thing will be the assessment of these security risks.

The interplay of these security risks management strategies as highlighted above in any organization especially in federal universities South-South Nigeria could enhance the management on security and safety of their human and material resources thereby promoting conducive work environment that promotes employee's happiness, comfort, safety, organizational and individual growth and goal attainment. A conducive work environment is a work environment that promotes employee's happiness, comfort, safety, organizational and individual growth as well as goal attainment. A conducive work environment considers some factors such as quality design and construction of school

plant and facilities, comfortable lighting, effective school management and staff relationship, effective school-community relationship management as well as effective students and staff relationship among others. It also includes a good organizational climate, effective security and safety measures, quality student and teaching staff and effective staff development policies. A conducive work environment improves morale, fosters organizational and individual growth, and promotes collaboration among the management, staff and students. In this regard, Akinyele (2012) states that the process of creating a conducive work environment can be seen from two broad component which are a good physical design of the buildings and the interrelationship among the management, staff, and other stakeholders, while the physical design of the buildings focuses on ensuring that the design of the buildings and the classroom blocks are well and spacious, there is good lightings, good protectors fixed to avoid vandalism, good perimeter fencing to avoid external encroachment and good furnishings. The interrelationship aspect could then be reasoned as the quality of communication and relationships that exist between the school management, staff, students, and the host community. The interrelationship component concerned with the conducive work environment is very important as a lot of factors are to be considered in the course of security risks management in the university work environment which is the focus of this study.

The university work environment is a people focused environment that involves activities that revolve around teaching, guiding, learning, healing and understanding people. It involves a lot of social interaction. The university staff work includes working in an office, doing field work, consulting with client, teaching and learning. Thus, effective management of these security risks through the aforementioned strategies seem very crucial for this type of work environment so as to achieve its goals and then deliver its quality products to the society. Mckinse (2019) summarized conducive work environment as a space that promotes employee wellbeing, productivity, growth, good working practices, relatable values, supportive atmosphere and culture of trust. This kind of environment encourages people to perform their best and this applies whether they are working collectively in a physical space or remotely through virtual environment in the federal universities, the Universities management have to ensure that the security risks as highlighted earlier are properly identified, assessed and adequate strategies put in place to manage them effectively so as to achieve their organizational goals. In the context of this study, conducive work environment in the universities encompasses the following as; quality design and

construction of school plant facilities, adequate lighting, effective communication, effective employee discipline, effective employer-employee relationship management, effective students' personnel services management as well as effective school-community relationship management. It is believed that the interplay of these security risk management strategies as highlighted in the Federal Universities South-South Nigeria could enhance the security and safety of both their human and materials resources thereby promoting conducive work environment. However, it has been observed that most universities management sometimes does not incorporate security risks management in their strategic management plan. They seem to show unwillingness to provide the security department the basic training tools, and modern gadgets to work with, hence blaming it on lack of funds. This may be the reason why most of the Federal Universities work environment seems very hostile and unsafe. Most often, the Universities management instead of taking pains to become aware, identify, assess, and analyze the specific security risks affecting their institutions with a view to putting in place effective security risk management strategies, rather simply contract the issue of security risk management to some untrained security agents who seem to have little or no knowledge of security risks management. This approach many at times result in the frequent occurrence of the highlighted security risks in schools especially the work environment. These security breaches as highlighted among others make the university work environment unsafe for the university's human and material resources. These problems could be blamed on the universities poor or lack of effective security risks management strategies such as security risk awareness, and security risk identification.

This has become a source of worry to the society that several researches have been conducted to find solution to the problem. For instance, Nzeka and Afangideh (2019) conducted research on school member's behaviour management and security training as co-relates of quality secondary school environment in River's State. Result of the findings revealed a positive high correlation between school members' behaviour management strategies and quality secondary school environment and moderate correlation between school members' security training and quality secondary school environment. The study concluded that school member behaviour management and security training (awareness) have direct bearings on quality school environment in Rivers State. Also, Asiyai and Oghuvbu (2020) conducted a study on prevalent crime in Nigeria tertiary institutions and administrative strategies for its effective management in tertiary institutions in southern Nigeria. Finding revealed the common

crime practice in tertiary institution in south west Nigeria examination malpractices, Assault, plagiarism, sexual harassment, and certificate forgery. The findings further showed that crime management strategies like mounting closed circuit, camera in strategic locations, regular monitoring of activities, use of anti-cult group are some of the identified crime management strategies.

Despite the researches reviewed so far, it has been observed that scholars have done works using different titles and variables and at different places. The researcher also observed from the review done so far that issues on conducive work environment seem to dwell more on measures on provision of school facilities and interrelationship among school community members with less emphasis on effective security risk management strategies as highlighted in this study. This has therefore created a gap in knowledge. Hence, the study entitled, "Security risks management strategies and conducive work environment in federal universities South-South Nigeria" is poised to fill.

Statement of the Problem

A conducive work environment is a work environment that promotes employees' happiness, comfort, and safety, organizational and individual growth. This type of environment is most appropriate to a successful work force as it encourages employees to perform to their highest ability. The ability of the management of any organization especially in the universities to create a conducive work environment is dependent upon its willingness to adopt effective security risks management strategies in the management of the aforementioned security risks. However, it has been observed that most of the university management sometimes does not incorporate effective security risks management strategies in their strategic management plans. They seem to show unwillingness to provide the security department the tools and modern gadgets to work with, hence blaming it on lack of funds. This may be the reason why most of the federal universities work environment seems very hostile and unsafe. Most often the university management instead of taking the pain to become aware, identify, assess, and analyze the specific security risks variables affecting their institutions with a view to putting in place effective security risks management strategies, simply handover the issue of security risks management to some untrained security agents who seem to have little or no knowledge of security risks management.

This approach many at times result in the frequent occurrence these security risks in the schools especially in the work environment. These security risks as highlighted and many more, make

the university work environment unsafe for the university's human and material resources. These problems could be blamed on the universities poor or lack of effective security risks management strategies such as security risk awareness and security risk identification, among others. This has become a source of worry to the society that several researches have been conducted to find solutions to this problem.

Despite the researches reviewed so far, it has been observed that works have been done using different titles and variables and at different places. It has also been observed from the reviews done so far that issues on conducive work environment seem to dwell more on availability of school facilities and interrelationship among school community members with less emphasis on effective security risk management strategies as highlighted in this study. This has created a gap in knowledge and information which this study titled "Security Risks Management Strategies and Conducive Work Environment in Federal Universities South-South Nigeria seeks to fill. The question therefore is, can this study titled "Security Risks Management Strategies and Conducive Work Environment" be used to reverse the ugly trend"

Purpose of the Study

The main purpose of this study is to determine the extent to which security risks management strategies predict conducive work environment in federal universities South-South Nigeria. Specifically, the study seeks to determine the extent to which;

- i. Security risk awareness predicts conducive work environment in federal universities South-South Nigeria.
- ii. Security risk identification predicts conducive work environment in federal universities South-South Nigeria.

Significance of the Study

The findings of this study would benefit the following group of people, universities management, deans of faculties, heads of departments, lecturers, students at all levels, parents, education stakeholders, scholars, school security personnel, other security professionals as well as university host communities. The findings will expose the work environment security risk variables to the university management. This will enable them device and incorporate effective security risks management plan so as to enhance safety, growth and achieve the desired goals of the institution, hence making the wok environment to become conducive. The findings would also make the university management to be aware of all the security risk variables that are facing both staff and students of the institution in the

teaching and learning process in the university work environment so as to provide help towards managing these security risk variables.

Deans of facilities will benefit from the findings of this study in that they would include the security risks management strategies in the test items when planning on how to create a conducive work environment in the university work environment. Furthermore, the findings of the study would be of immense benefit to educational managers, heads of departments, scholars, security personnel as it will enable them gain a better understanding of the pattern and nature of security risk variables facing their work environment so as to guide the students in the institutions through security risk awareness programs and emergency response plan suitable for them.

Finally, the findings of the study would be useful to government at various levels especially the federal government and the whole society as it would broaden their knowledge, serve as a reference material as well as help them to realize and make use of the effective security risks management strategies needed for specific security risks as highlighted in this study. It will make them to implement policies and plans as regards to the management of security risks in the university work environment so that the frequencies of these threats in the university work environment would be reduced to its barest minimum. These benefits would be realized when the findings of the study would be published when completed.

Research Questions

The following research questions were raised to guide the study;

- i. To what extent does security risk awareness predict a conducive work environment in federal universities South-South Nigeria?
- ii. To what extent does security risk identification predict a conducive work environment in federal universities South-South Nigeria?

Research Hypotheses

The following null hypotheses were formulated to guide this study;

- i. The extent to which security risk awareness predict a conducive work environment in federal universities in South-South Nigeria is not significant.

- ii. The extent to which security risk identification predict a conducive work environment in federal universities in South-South Nigeria is not significant.

Scope of the Study

The study seeks to investigate the relationship between security risk management strategies and conducive work environment in Federal universities South-South Nigeria. The study considered the following strategies of security risks management to include, security risk awareness and security risk identification.

METHODOLOGY

Correlational research design was used for the study. The study was conducted in South-South Nigeria. South-South Nigeria is one out of the six geopolitical zones of Nigeria and it comprises of six states which are: Akwa Ibom State, Bayelsa State, Cross River State, Delta State, Edo State and Rivers State. The population of this study comprised all the 5,161 lecturers in the four out of the seven federal universities in South-South Nigeria (as at 2021/2022 academic session) who participated in this study. A sample size of 400 lecturers of the four federal universities in the study area was used for this study. This sample size was determined using Taro Yamane formula. Two research instruments titled "Security Risk Management Strategies Questionnaire (SRMSQ) and Conducive Work Environment Questionnaire (CWEQ)" were used to collate information from lecturers on security risks management strategies and the conducive work environment in their various schools. In testing the reliability coefficient of the instruments, copies of the instruments were administered by the researcher on 50 lecturers in University of Uyo, Uyo Nigeria who were not part of the actual study. The data generated from this process were analyzed using Cronbach Alpha method which yielded the coefficient of 0.87 for SRMSQ, and 0.83 for CWEQ respectively, which indicates that the instruments were reliable and useful for what it was meant to measure. After the process of administration of the instrument, Simple linear Regression Coefficient was used in answering research questions and in testing the null hypotheses at 0.05 level of significance.

RESULTS

Research Question 1: To what extent does security risk awareness predict conducive work environment in federal universities South-South Nigeria?

Table 1: Summary of regression test for predictive influence of security risk awareness on conducive work environment

Model		Unstandardized Coefficients		Standardized Coefficients	r	R ²
		B	Std. Error	Beta		
1	(Constant)	8.453	1.236			
	Risk_Awareness	.658	.041	.784	.784	.615

Table 1 gives the summary of the regression test. The unstandardized coefficient is .658, that is, as security awareness rises by a unit, conducive work environment also increases by .658. The result shows that the with a positive coefficient value of .658, there is a positive predictive influence of security risk awareness on conducive work environment. The correlation index is .784, indicating that there is a positive relationship between security risk

awareness and conducive work environment. The R² value is .615, indicating that 61.5% changes in conducive work environment is attributed to security risk awareness.

Research Question 2: To what extent does security risk identification predict Conducive work environment in federal universities South-South Nigeria?

Table 2: Summary of regression test for predictive influence of security risk identification on conducive work environment

Model		Unstandardized Coefficients		Standardized Coefficients	r	R ²
		B	Std. Error	Beta		
1	(Constant)	5.253	1.526			
	Risk_identification	.775	.051	.763	.763	.582

Table 2 gives the summary of the regression test. The unstandardized coefficient is .763, that is, as security risk identification increases by a unit, conducive work environment also increases by .775. The result shows that the with a positive coefficient value of .775, there is a positive predictive influence of security risk identification on conducive work environment. The correlation index is .763, indicating that there is a high positive relationship between security risk identification and conducive work

environment. The R² value is .582, indicating that 58% changes in conducive work environment is attributed to security risk identification.

Testing of Research Hypotheses

Ho₁: The extent to which security risk awareness predict conducive work environment in federal universities in South-South Nigeria is not significant.

Table 3: Summary of significant regression Test for influence of security risk awareness on conducive work environment

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10736.487	1	10736.487	527.947	.001*
	Residual	6710.983	330	20.336		
	Total	17447.470	331			

*Significant at p<.05.001

The result of analysis on Table 4.9 gives the summary of the significant regression test. The result shows that the calculated f value is 527.947. The probability of F, that is the P value is .001. Since the P-value is less than the alpha level of .05(p<.05.001), the result is statistically significant. Thus, the null hypothesis is rejected. Hence, the extent to which

security risk awareness predict conducive work environment in federal universities in South-South Nigeria is significant.

Ho₂: The extent to which security risk identification predict Conducive work environment in federal universities in South-South Nigeria is not significant.

Table 3: Summary of significant regression Test for influence of security risk identification on conducive work environment

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	10161.079	1	10161.079	460.194	.001*
	Residual	7286.391	330	22.080		
	Total	17447.470	331			

* Significant at p<.05.001

The result of analysis on Table 3 gives the summary of the significant regression test. The result shows that the calculated *f* value is 460.194. The probability of *F*, that is the *P* value is .001. Since the *P*-value is less than the alpha level of .05 ($p < .05_{.001}$), the result is statistically significant. Thus, the null hypothesis is rejected. Hence, the extent to which security risk identification predicts conducive work environment in federal universities in South-South Nigeria is significant.

Summary of Findings

The findings of the study are hereby summarized as follows:

- i. The result shows that there is a positive predictive influence of security risk awareness on conducive work environment.
- ii. The result shows that there is a positive predictive influence of security risk identification on conducive work environment.
- iii. Security risk awareness significantly predicts conducive work environment in federal universities in South-South Nigeria is significant.
- iv. Security risk identification significantly predicts conducive work environment in federal universities in South-South Nigeria.

DISCUSSION OF FINDINGS

The findings of the study are hereby discussed under the variables studied. subheadings

School Security Risk Awareness and Conducive work Environment

The result presented in Table 3, shows a coefficient of 0.658 which indicates that, effective security awareness program is crucial to conducive work environment of the universities. This is because, school security risk awareness is an activity that can be done by members of staff irrespective of rank. This result could be attributed to the fact that, application of sound security risk awareness such as instilling security conscious mind-set, all-hands training, staying up-to-date with latest security tips, and intermittent threat simulations will help members of the school community to imbibe the right security attitude thereby enhancing a conducive work environment. This result also implies that, with the adoption of an effective security awareness practices in the school, it will assist members of the school community to portray behaviors that are in compliance with the security policies of the school there by making the work environment safe and conducive for effective teaching and learning. This is because an effective awareness of security risks especially in the school environment can lead to a change in behavior by the staff involved, and other members of the school community which could also

influence work environment positively. This finding agrees with Enang-Essien and Bassey (2022) who researched on security awareness practices and the attainment of safety environments in tertiary institutions in Cross River state, Nigeria. Findings of the study revealed that there was a significant relationship between security awareness practices and the attainment of a safe environment in tertiary institutions in Cross River state. Findings of the study also corroborates Sas *et al.*, (2021) who assessed the associations between three dimensions of employees' security awareness by relationship between employee's knowledge about security procedures and policies, the attitudes towards security and the self-reported security behavior were measured. Second case study was carried out to examine the impact of training sessions on employees' level of security awareness by organizing an awareness training, its effect on employee's knowledge, attitude and behavior was measured. While the first study found a significant relationship between employees' knowledge and attitude and their self-reported behavior, the second study showed that the training session had a positive effect on employees' level of security awareness. This finding further agrees with Ugbor *et al.*, (2020) who examined security awareness as a panacea for effective management of safe school initiative and students' academic achievement in unity schools in Nigeria. The findings also revealed that school-based management strategies can be adopted for safe school initiative implementation in unity schools including identical security awareness items same for teachers.

School security risk identification and conducive work environment

The result in table 4 shows that security risk identification significantly predicts conducive work environment in federal universities in South-South Nigeria. The result could be as a result of the fact that security risk identification involves the identification of assets, identification of threats, identification of existing security measures, identification of vulnerabilities, and consequences. However, until it is effectively done, the school environment will not be conducive for effective teaching and learning. No school can function effectively in an unsafe environment. By implication, if a school management fails to identify all security risks affecting their institution, the institution will be vulnerable to all manner of risk and may not have a concrete plan on how to manage them effectively there by leading to an un-conducive work environment. This result is also attributed to the fact, that security risk identification is to reveal what, where, when, why, and how an event could affect an organization ability to operate efficiently and effectively. This could make the school managers to become sensitive and

proactive in mitigating security issues before they occur. This finding is in tandem with Asiyai and Oghuvbu (2020) who investigated the identification and prevalent crimes in Nigeria tertiary institutions and administrative strategies for its effective management. The finding revealed the common crime practice in tertiary institutions in south west Nigeria as examination malpractices, Assault, plagiarism, sexual harassment, petty theft and certificate forgery.

This finding is also in tandem with Ekpoh *et al*, (2020) who studied security challenges in universities and the implication for safe school environment. Findings of the study indicated that cult related activities, kidnapping, drug abuse/offences, illegal possession of fire arms by students, students' restiveness/demonstrations, student union election crisis, room break-in, stealing and pilfering as well as sexual assaults were the most prevalent security challenges.

The finding is also in line with Abiodun *et al*, (2022) who assessed security facilities in federal tertiary institutions in Enugu state Nigeria. The findings of the study showed that security facilities are not adequate in federal tertiary institutions of Enugu state. This implies imminent incapacitation of the security officers in the face of serious security challenges in the institutions. Findings also showed that security facilities are fairly maintained with possible quest for improvement.

Summary of the Study

This study investigated the predictive influence of security risks management strategies on conducive work environment in federal universities South-South Nigeria. The security risks management strategies are security risk awareness, security risk identification, security risk assessment, security risk profiling, emergency response plan, school safety-security committee and security risk transfer. Conducive work environment in federal universities South-South Nigeria was taken as the dependent variable. The research design of the study was the correlational research design. This study was carried out in South-South, Nigeria. The population of the study consisted of 5,161 lecturers in the four out of the seven federal universities in South-South Nigeria as at 2021/2022 academic session. The selected universities are; University of Uyo =1202 lecturers, University of Calabar = 2,293 lecturers, University of Port Harcourt =1238 lecturers and Federal university Otuoke = 428 lecturers. A sample size of 400 lecturers was used for this study. The sample size was determined using Taro Yamane formula. Simple random sampling was then used to select respondents for the study. Two researcher developed instruments Titled "security risk management

strategies questionnaire (SRMSQ)" and "conducive work environment questionnaire (CWEQ)" were used by the researcher for data collection. To ensure validity of the instruments, the draft of the two instruments was subjected to face validation by three experts from the Faculty of Education, University of Uyo.

A trial testing was carried out to ascertain the reliability of the instruments of the study through a split half method. The instrument was administered on 50 respondents (lecturers) who were not part of the sample. The data collected was subjected to Cronbach Alpha reliability test to ascertain the reliability index of the instruments. This gave values of .87 and 0.83 for SRMSQ and CWEQ respectively. The researcher administered the instruments with the help of six briefed research assistants. Simple Linear Regression statistics was used to answer the research questions 1-7 and to test the null hypotheses 1-7 at .05 level of significance, while multiple regression analysis was used to answer research question 8 and to test the null hypothesis 8 at .05 level of significance.

Major Findings of the Study

The major findings of the study are summarized as follows:

- i. The result shows that there is a positive predictive influence of security risk awareness on conducive work environment.
- ii. The result shows that there is a positive predictive influence of security risk identification on conducive work environment.
- iii. Security risk awareness significantly predicts conducive work environment in federal universities in South-South Nigeria is significant.
- iv. Security risk identification significantly predicts conducive work environment in federal universities in South-South Nigeria.

CONCLUSION

Based on the findings of the study, it is concluded that security risk management strategies significantly predict conducive work environment in federal universities South-South Nigeria. The study outcome concludes that there is weak security profiling, emergency response plan and functional school safety-security committees in schools, leading to slow responses to security incidents.

Educational Implications of the Study

The findings of the study have revealed the impact of security measures on conducive work environment in schools. While security awareness, identification and assessment are done by the school authorities, it can also be done individually, leading to

workers responding individually to perceived and real security threats in schools. It is also possible that workers will also interpret security concerns differently and respond disproportionately, which might affect job performance and personal safety. It is quite essential that security issues be treated promptly by the school authorities and reassurances given to members of staff.

RECOMMENDATIONS

Based on the findings of the study, the following recommendations are made

- i. School authorities should create more awareness among members of staff on safety and security issues.
- ii. Channels of communication should be established and maintained between staff and security personnel, this is to help report cases of security breaches and incidents.

Contribution to Knowledge

The contribution of this study to knowledge is that, from the findings of this study, it has established empirically, the extent to which security risks management strategies predict Conducive work environment in federal universities South-South Nigeria.

Suggestions for Further Research

The following suggestions are made for further research;

- i. School safety guides and job moral of public secondary school teachers in Akwa Ibom State.
- ii. school security architecture and students' personal wellbeing in tertiary institutions in South-South Nigeria
- iii. Multi-campus management strategies and students' personal well-being in tertiary institutions in South-South Nigeria.

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