

# Motivational Factors as Correlates of Women's Participation in Community Development Programmes in Ilorin Metropolis, Kwara State Nigeria

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## **Abstract**

*Smallholder farmers are significantly considered being amongst the poorest that are most affected by climate change. Climate change is rated the greatest threat to smallholders' food production in the 21<sup>st</sup> century. Despite scientists agreeing that the world is getting warmer, it was important for this study to assess whether climate change is a reality that is known and experienced by smallholder farmers in Malawi. This paper assesses smallholder farmers' Knowledge, Attitudes and Perceptions (KAP) towards climate change in comparison with available meteorological data for 50 years. Descriptive research design with a mixed approach of both qualitative and quantitative research methods was adopted. A sample of 183 respondents was randomly and purposefully selected to include both household heads and key informants. Data collection method included Survey Questionnaire, Key Informants Interviews, Focused Group Discussions as well as literature review. Meteorological data for 50 years was analysed to underpin farmers' perceptions on climate change. The result shows that survey respondents' knowledge of climate change is derived from their experiences, thoughts and ideas about how to cope with changing drought and rainfall seasons. Those results are in tandem with the conventional view based on scientific evidence that suggests changing climate in Malawi with profound impact on seasons.*

**Keywords:** *Community, community development, motivation, initiative and participation*

## **1.0 INTRODUCTION**

Motivation involves a number of psychological factors that start and maintain activities towards the achievement of personal goals and it also refers to the reasons that underlie behaviour that is characterised by willingness and volition. Motivation is a combination of goals towards which human behaviour is directed, the process through which those goals are pursued and achieved. An individual is motivated through certain motivational factors that direct and sustain behaviour. Motivation is also the force that initiates, guides and

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maintains goal-oriented behaviour of human beings. Motivation as a desire to perform an action is usually defined as having two parts, directional such as directed towards a positive stimulus or away from a negative one, as well as the activated comprising the seeking phase and consummator liking phase. A motivated person works better and harder. Motivation on the right path leads the individual to success.

Hornby (2006) defined motivation as eagerness and willingness to do something without being told or forced to do it. Motivation is a critical component of participation, it is important in getting citizens to engage in development activities (Bernstein, 2011). There are two types of motivation, extrinsic and intrinsic (Okafor, 2005). Extrinsic motivation is determined by outside forces. Intrinsic motivation can be found within the individual since the task can be viewed as valuable. Therefore, when applying the effect that motivation has on the development process, it is clear that people participate better based on the perceived value of the task, subject matter, personal goals, financial incentives and wide array of different factors. As a gardener must know or should have sought to know which soil is most suitable to the plant and when and how much water is required by plant, so must a community leader know how a citizen participates, how the factors like motivation facilitate the development process (Fapohunda, 2012). Motivation is vital in any development; it is viewed by UNDP (1995) as a process by which people choose between alternative forms of behaviour in order to achieve personal goals. Motivation is viewed by Cole (2009) as the force or condition within the organism that impels it to act or respond.

The concept of participation describes the involvement of community members in the affairs or activities that are designed to enhance the development of the community. In the case of community development, it implies the involvement of community members in the community development programmes. Women participation implies much more than involvement. It calls forth other features, namely democracy or democratic participation, self-helps and education. The idea of participations is based on the tested tradition of free enterprise and the rights of the community members. When we strive towards effecting a change for the well-being of community members, the point must always be remembered that the individual has his inherent and legal right to humane treatment. The ability to solicit his support and participation are the primary ingredients of the free enterprise and thereby democratic participation. Citizens' participation is a process which provides individuals an opportunity to influence public decisions. It has long been a component of the democratic decision-making process (Smith, 2006). Citizens' participation is an education empowering process in which the implementation of the public participation process is important for the democratization of social values and better planning and fulfilment of public needs. It is also useful for educating the public especially regarding government development programmes. This will potentially

influence social or personal changes amongst community members, which can then be used to incorporate diverse public interests and thus accord people with the right to participate in decisions that will affect their lives.

It is now widely accepted that community participation contributes a lot to the development of projects. Sabran (2013) pointed out the importance of community participation as follows; The approach helps the project to be sustainable as communities themselves learn how to adopt and correct changes resulting from the project, participation helps to protect interest of the people concerned, it enhances dignity and self-reliance among people because they are enabled to obtain and do things by themselves, communities become aware of the project implementation, they understand their local needs and the nature of their environment better than outsiders, they can easily transmit the new knowledge they acquired to other communities, thus cause a rapid increase in growth of the new idea, participation promotes a sense of ownership among the community members of equipment used in the projects.

It is believed that participation ensures success as people get involved when they have a sense of ownership of project and feel that the project meets their needs. This makes them willingly oversee construction and then take care of the facilities to ensure their sustainability (Hamilton, 2015). In addition, it is suggested that participation can lead to greater community empowerment in the form of strengthened local organisations, a greater sense of pride and the undertaking of new activities (Sorhum,2011). Community participation creates an enabling environment for sustainability by allowing users not only to select the level of services for which they are willing to pay, but also to make choices and commit resources in support of the choices made by the community (Sara and Katz, 2008).

Women participation in development is viewed by Ogbonna (2000) as the engagement by women in all the various decision-making processes in project implementation. Women participation is not just all about getting them involved in decision-making process, it also involves the ability to understand and share in the experiences of others since there is usually a lesson to learn from other peoples' situations. The principle of women participation implies that the workers have to supply the necessary and needed stimulus for the success of projects (Anyanwu, 2002). By participating in the decision-making process, the public will realise the importance of their involvement in deciding their future (Egenti, 2002). According to Johnson and Thompson (2007), public participation is a means to convey individual's and the society's personal interests and concerns with regard to the development plans, given that these planning activities would consequently affect the public generally and certain groups specifically. To a greater extent, public participation stimulates information exchange among all the proposed development projects stakeholders (the public, government and nongovernment organizations) which will further

enhance the mutual understanding and relationship between the stakeholders and resulting in the proposed development projects enjoying instilled support (Bretty, 2013).

Community development has to be viewed as involving the improvement of the systems of values in a community, its structure, as well as the usages through which it functions and is maintained. This still brings out the fact that the central idea of community development is that it implies change, involvement of people in community development activity is necessary. For instance, Ogbonna (2000) defined community development as a movement designed to promote better living for the whole community, with the active participation and, if possible, on the initiative of the community. However, community development can be conceptualized as a change process causing improvement in life activities and programme, and social relations that aim at meeting the needs and aspiration of people of similar historical and cultural heritage living together in their quest to reduce complete dependence on external sustainability (Onah, 2015). Therefore, community development could be seen as development process embracing the effort of individuals, self-help groups, non-governmental and governmental organizations, collective thinking, collective action and participation of each unit or body, identifying with different roles towards increasing the social and economic well-being of the people toward nation's growth.

The socio-cultural factors that motivate women participation in community development refers to how a particular community looks at their values, customs, beliefs and their traditions. Socio-cultural factors involve both social and cultural elements of society (Mulwa, 2008). They are facts and experiences that influence women personality, attitudes and lifestyle. They include discrimination, population, culture and limits of cultural interpretations. Todaro and Smith (2019) have suggested that youth enterprise support programmes in developing countries should consider socio-cultural constraints that limit the participation of women in particular young women who want to engage in income generating activities.

Ogbonna (2000) states that understanding culture is the starting point for learning the meaning of development, the values that guide people's actions and the behaviour of administrators. Cultural differences emerge in many types of development settings, from assumptions to project design to technology transfer and management styles. The technocrats from outside may not be familiar with local resources and are accustomed to different approaches to project management practices. This in turn causes conflict of interest, puts extra pressure on executives and frustrations which restrain project progress. This leads to lost opportunities, cost overruns and schedule delays. Cultural misfit of the project objectives and a lack of local knowledge and understanding can result into rejection of projects by intended beneficiaries.

The study is anchored on two theories; Maslow's hierarchy theory of needs and theory of community participation propounded by Sherry Amstein in 1969. Historically, Abraham Maslow was a famous psychologist who contributed significantly to the growth and development of human psychology as evidently shown in the study of human needs and motivation in human environment in the contemporary society. Abraham Maslow was, indeed, regarded to be among the founding fathers of human psychology and motivation in human environment. Mulwa (2008) rightly views Abraham Maslow as one of the founding fathers of the study of human psychology and motivation in the contemporary society. Abraham Maslow propounded the theory of human needs which is popularly known as Maslow's hierarchy of needs in human environment in the society. The hierarchy of needs which was developed by Abraham Maslow can be used as a method of assessing needs in community development in various communities in the contemporary society. This method of hierarchy of needs which Abraham Maslow developed emphasized that there are certain basic needs which must be met before other needs can be considered in various communities.

Maslow's theory of motivation describes the motivations and behaviours of people in their pursuit to meet their physical and social needs. These needs, ranked in hierarchical order and depicted as a triangle, are necessary for human development. Maslow's hierarchy of needs describes levels of needs that must be reached prior to an individual's attainment of needs on the next level. The needs, in order from basic to advanced, are as follows; Physiological, safety, love/belongingness, esteem, and self-actualization. Physiological needs are rudimentary and encompass requirements for survival such as food, water, and sex. Safety needs include shelter, secure surroundings, and no or limited threats to survival and finances. Love/belongingness needs stem from the desire to share life with an individual and be part of a community. These needs involve family bonds, friendships, social relationships, and community affiliation. Self-actualisation is realised when an individual has reached full social, academic, and life potential, capability, and capacity.

To foster community development and change, trust must be built among residents, stakeholders, partners, and public administrators. Trust is the foundation of social connectedness and collaboration. According to Brewer (2013), social trust begets cooperation with strangers. In communities with a sense of social trust, residents are more willing to assist with community building because they know their fellow neighbours will help carry the burden. Communities with low social connectedness, paltry interest in local politics, and limited civic engagement have weakened political power and are not positioned to effect change.

The theory of community participation called a ladder of citizen participation which was introduced by Sherry R. Arnstein, who propounded the theory of

citizen participation in the year 1969 in America. Arnstein explained that this classification is necessary to reveal the manipulation of people in the grab of community participation projects by authorities and policy holders. The ladder has eight rungs, each matching to a different level of participation, that is, manipulation, therapy, informing, consultation, placation, partnership, delegated power and citizen control. The rungs at the bottom of the ladder are the ones with minimum citizen participation or non-participation and include manipulation and therapy. Informing, consultation and placation occupy the middle rungs of the ladder and edge between manipulation at the bottom and citizen control at the top and is called as tokenism where the people are permitted to participate only to the extent of expressing their views but have no real say in the matters.

The last three rungs, partnership, delegated power and finally citizen control at the top of the ladder are termed equal to citizen power and this is where true and meaningful participation takes place. This categorisation of the various types of people involvement is actual vital in clarifying the mix-up between non-participation and true citizen power also to identify the real reasons behind participatory projects, which are often used by critics as short coming of the concept of participation. The theory is relevant to the study where there is manipulation done by local authorities and local leaders about community participation development projects funds which leads to communities' loss of interest towards participation in development projects.

The pressure of participating in community planning and attaining a higher level of well-being can overwhelm residents and leave them feeling unable to meet the challenge. At the same time, community stakeholders are being asked to commit to several projects and partnerships, local and national organizations are being asked to contribute funds to various community programs, leaving them overburdened with obligations. In Nigerian society today, most people don't want to participate in community development due to some negative factors such as cultural, socio- economic, awareness, planning, and religions among others. But empowering people to become aware of the importance of community participation will help to eliminate the inhibiting factors. Government is expected to motivate and provide basic needs such as good drinking water, good road, health care delivery system, better agricultural and literacy education including effective security of lives and properties but unfortunately, this has not been completely achieved. Therefore, people must come together as a social unit to develop their communities by ignoring their differences. Apart from this, involvement of people in the development process usually results in lack of ownership and sustainability of development programmes. This often causes the communities to lose interest in these programmes, which in turn increases dependency on government resources.

The study is expected to be of much value to women and policy makers because it will enable women at local level to see the importance of participating in community development projects. It will help policy makers at the local level of governance to involve women in decision making on matters concerning their well-being. This study examined the motivational factors as correlates of women participation in community development in Ilorin Metropolis. The objective of the study is to; (i) ascertain the extent of women participation in community development projects in Ilorin Metropolis (ii) determine the correlation between motivational factors and women participation in community development in Ilorin Metropolis. Research Hypothesis for this study was: Ho 1: There is no significance correlation between motivational factors and women participation in community development in Ilorin Metropolis, Kwara State, Nigeria.

## **2.0 RESEARCH METHODOLOGY**

Survey research design was adopted for the study. This design was considered vital because it enabled the researcher to generate data through the structured designed instrument. The researcher was aware of many Local Authorities which could provide information about the importance of women participation in community development activities, the researcher limited this research to Ilorin Metropolis to get data about women participation in community development activities at local government level in Ilorin Metropolis. The population of this study comprised of all women within four local governments in Ilorin Metropolis, these were Ilorin West, Ilorin East, Ilorin South and Asa Local Government Areas. A clustered sampling technique was used for the study. This was carried out by visiting communities within each of the local government areas and getting the details about the day, venue and time of community meetings. Thereafter, each community was revisited during the time of meetings and all the women present were sampled. Thus, a total number of 53, 49, 62 and 36 women who participated in community development programmes from Ilorin West, Ilorin East, Ilorin South and Asa Local Government Areas were randomly selected for the study and the total was 200 women.

The instrument used for data collection was researcher designed questionnaire titled Influence of Motivational Factors on Women Participation in Community Development Instrument (MFWPCDI). The instrument was used to elicit information on the motivational factors as correlates of women participation in community development in Ilorin metropolis, Kwara State Nigeria. The instrument was based on a four-point Likert scale of very high, high, low and very low. The instrument used for the study was validated by experts in the field of adult education and measurement and evaluation. The errors pointed out by the experts were corrected in the instruments, this helped to enhance the face, content and construct validity of the instrument. The Pilot study was conducted in the Irewolede community in Ilorin South to test the reliability of the instrument, this was determined through the use of test re-test method of reliability within three weeks. Sixty copies of the questionnaire were

administered to sixty women participants in Irewolede community in Ilorin. The two sets scores obtained were analysed with Prime Product Moment Correlation (PPMC) to determine the reliability of the instrument and value of 0.86 was obtained. The hypothesis raised for the study was analysed with linear multiple regression while the research question was analysed with descriptive statistics.

### 3.0 RESULTS

**Research Question One:** What is the extent of women participation in community development projects in Ilorin Metropolis?

**Table 1:** Level of women Participation in Community Development Projects in Ilorin Metropolis

Women Participation	Range Score	Frequency	Percentage
High Extent	13 – 16	64	32
Moderate Extent	9 – 12	96	48
Low Extent	4 – 8	40	20
<b>Total</b>		200	100

As shown in Table 1, the level of women participation in community development projects was at moderate level with 48%. Thus, if women are motivated to participate in the community development projects, this will increase their levels of participation in community development projects.

#### Hypotheses Testing

The hypothesis tested in this study was analysed using inferential statistics of a Linear Multiple Regression at 0.05 level of significance.

**Ho<sub>1</sub>:** There is no significance correlation between motivational factors and women participation in community development in Ilorin Metropolis.

**Table 2:** Regression Analysis of Motivational Factors and Women Participation in Community Development Projects in Ilorin Metropolis

Model	Sum of Square	df	Mean Squares	F	Sig.
Regression	121.317	2	60.568		
Residual	2121.724	197	10.770	5.632	0.021
<b>Total</b>	2253.041	199			

a. Dependent variable Citizens' Participation in Community Development Projects

b. Predictors: (constant), Motivational (fringe benefit and empowerment) factors

The model in Table 2 indicated the linear combination of predictor variables motivational factors such as fringe benefit and empowerment. The F-value is 5.632 with 2 and 197 degree of freedom at 0.05 critical level of significance. Since the p-value of 0.021 is less than 0.05 level of significance, the null hypothesis was rejected. Therefore, the combination of the independent variables significantly related to the dependent variable (F= 5.632, p<0.05). Thus, there was a significant correlation among motivational variables such as fringe benefit and empowerment and women participation in community development projects in Ilorin. In order to ascertain the contributions of the two independent variables together, R-square was calculated and output was presented in Table 3.



**Table 3:** Regression Model Summary of motivational variables (fringe benefit and empowerment factors and women participation in community development

Model	R	R-Square	Adjusted R- Square	Std. Error of the Estimate
1	0.146	0.232	0.005	7.429

(i) Predictors: (constant), Motivational (fringe benefit and empowerment) factors

As shown in Table 3. The two independent variables (fringe benefits and empowerment) jointly contributed R-Square of 0.232, representing 23.2% of the dependent variable (women participation in community development). Thus, the total variance of women participation in community development was accounted for through the combination of fringe benefits and empowerment motivational factors. This implies that motivational variables such as fringe benefit and empowerment factors jointly explained 23.2% of the total variance on women participation in community development projects in Ilorin metropolis. To determine the contribution of each of the independent variable, Beta weight was calculated and the outputs were shown in Table 4.

**Table 4:** Relative Contributions of Independent Variables to women participation in community development projects in Ilorin metropolis

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig.
(Constant)	41.359	2.374		25.399	0.000
Empowerment	0.239	0.496	0.033	0.127	0.183
Fringe Benefit	0.617	0.342	0.064	0.315	0.000

a. Dependent Variable: Women participation in community development projects

b. Predictors: (constant), motivational (fringe benefit and empowerment) factors

Table 4 shows the relative contributions of each of the independent variable. The table revealed that fringe benefit has the highest contribution with Beta weight of 0.617 with t-value 0.315 when compared to the empowerment having the Beta weight of 0.239 with t-value 0.127 on women participation in community development projects in Ilorin Metropolis. This implied that the fringe benefits given to women contributed more to their participation in community development projects in Ilorin Metropolis. The contributions were presented in the equation below;

$$Y = a + b_1X_1 + b_2X_2 \dots b_nX_n$$

Thus, the weight of each independent variable in this study was therefore substituted in the equation as

$$Y = 41.359 + .239X_1 + .617X_2$$

where

Constant (a) = (other variables that were not considered in this study but related to women participation in community development projects) = 41.359

Empowerment (b<sub>1</sub>) = - 0.239

Fringe Benefits (b<sub>2</sub>) + 0.617

#### **4.0 DISCUSSION OF THE FINDINGS**

The finding of this study revealed that women participation in community development in Ilorin Metropolis was enhanced through the fringe benefits given to them as a result of their participation. This finding substantiates Russell, Greenhalgh, Byrne and McDonnell (2008) whose study submitted that being motivated as being moved to do something, implies that when a person is not moved or inspired to do something, such person is said to be unmotivated. This also corroborates Rafiu (2007) who affirmed that being motivated means that a person is encouraged to participate in a task with the aim of achieving the objectives. According to these scholars' individuals have different kinds of motivation.

Findings also indicated that the participation of a majority of women in Ilorin Metropolis in community development projects was at moderate level. As such 64 (32%) of them were of high extent of participation in community development projects; 96 (48%) of the women participated moderately in community development projects while 40 (20%) of the participants were of low extent of participation in community development projects. People's participation in any of the types of development projects is usually directed at the improvement of the general welfare and living conditions of the community members, the distribution of power and a rise in life expectancy this is in line with Fouke, (2012) whose study indicated that young citizens play essential role in building of schools and construction of roads in their communities.

In the same vein, Ogun eye, Adetona and Oladeinde (2013) observed that, official and voluntary assistance also stimulates the desire of the community members to participate in community development. It fosters the ability of community members to contribute to the development of their communities through self-help. Women can bring about desired change by expressing one's desire, either individually or through a community group. Women learn how to make desired changes, learn how to resolve conflicting interests for the general welfare of the group, and learn to understand and appreciate the individual needs and interests of all community groups. Women participation in community development develops pride of ownership in them after successfully completing a community development project. They will perceive the project as 'ours' rather than 'theirs'. Connell and Kubisch (2018), states that women participation in community development is educative and therefore an essential ingredient of any educational process. According to him, the lesson may be such that leads to behaviour modification or even the consolidation of the values of self-help. In its educational form, women participation possesses educative psychological properties of development.

In addition, findings showed that there was a significant correlation between motivational (fringe benefit and empowerment) factors and women participation in community development projects in Ilorin. Motivational (fringe benefit and empowerment) factors jointly explained 23.2% of the total variance on women

participation in community development projects in Ilorin Metropolis. Fringe benefits given to women contributed more to their participation in community development projects in Ilorin Metropolis. This agrees with Batwel (2008) who revealed in his study that the benefits can be of infinite nature. They can range from personal wants to desired ends sought by a group. They can be economic in nature or might include an activity to improve the morals of community residents. Community development itself is filled with a lot of benefits. It is only when women come together that they can tap those benefits. The main purpose of community development is to de-emphasize regurgitate reliance on government to bring development to the community.

## **5.0 CONCLUSION AND RECOMMENDATIONS**

Based on the findings of this study, it could be concluded that the motivational factors of women towards their participation in community development project are relatively moderate. As a result, women in Ilorin Metropolis were found participating abstemiously in community development projects. Despite this, their motivational (fringe benefit and empowerment) factors significantly correlate women participation in community development projects in Ilorin metropolis. The fringe benefits given to women contributed more to their participation in community development projects in Ilorin Metropolis.

With respect to the findings of this study, the following recommendations were proffered;

- i) Women should always be motivated by the government and development policy makers towards partaking in community development projects so as to cultivate the sense of being useful not only to themselves alone but also to their immediate community at large
- ii) Women should always be empowered socially and economically within the community by the Government at the state and local government. This could assist in motivating and fostering their participation towards the development of their various communities
- iii) Government and non-government organisations should periodically empower citizens through the provision of financial assistants and health facilities as well as sensitising citizens on political rights, duties and obligations which could enable them to partake and contribute to the community development
- iv) Government and NGOs should continue to assist communities to plan, provide financial assistance, implement, monitor and maintain sustainable and socially inclusive multi-sectoral micro-projects for developmental purposes.

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