

Research Article**EFFECT OF FARMERS-HERDERS CONFLICT ON THE GROWTH AND DEVELOPMENT OF HUMAN RESOURCE MANAGEMENT IN ADAMAWA STATE*****Bello Deva Vincent**

Department of Business Administration, Modibbo Adama University, Yola, Nigeria

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Abstract

The study examined the effect of farmers-herders conflict on the growth and development of human resource management in Adamawa State. The research study adopted a quantitative approach and the survey design was used. The questionnaire was used as the core instrument for data collection. The population of the study comprised of workers in government establishment in Adamawa State, Nigeria. Using the purposive sampling technique, twenty respondents were conveniently selected from each of the twenty-one (21) local governments in Adamawa State. Therefore, the sample size was four hundred and twenty (420) civil servants which cut across the twenty local governments. Findings of the study unraveled that the Herders-farmers conflict has had a major impact on human resource management, affecting not just herders and farmers, but also individuals who live and work in crisis-prone areas. It was also found among other things that the farmers-herders conflict enormously affected the performance of human resource due to loss of loved ones and property, incessant fear among others. Therefore, the study recommends among other things that Government employees, like their private-sector colleagues, are human beings. As a result, the government must properly care for its employees, particularly during times of uncertainty such as upheaval inside or outside the workplace.

Keywords: Human Resource Management, Growth, Farmers-Herders, Conflict, Effect.

INTRODUCTION

Nigeria has both economic and social issues as a result of the herders-farmers conflict. Food security and animal productivity are directly impacted by violent conflicts between herders and farmers. Nigeria is expected to lose \$13.7 billion in potential revenue each year due to conflicts between herders and farmers (Mercy Corp, 2015). Nigeria's national security is threatened by the amount of violence and economic cost of disputes between herders and farmers. Despite this, the government has been unable to establish conflict-resolution measures. The Nigerian government's approach to the crisis has been essentially hurried, sending in the military when and where the situation becomes more serious, setting up roadblocks for a few days, and hoping for the best (Mercy Corp, 2015). The farmers-herders conflict is one of the reoccurring conflicts in the Nigerian State. Lucas, Vakkai, and Targema, (2020) corroborate the wave of violent crime and insecurity in Nigeria especially the farmers-herders conflict is increasingly becoming worrisome and alarming to every responsible citizen. Numerous security challenges cut across the nooks and crannies of Nigeria, especially in recent times when the issue of kidnapping, insurgency, and farmers-herders clashes repeatedly form the headline of most media outfits. According to Gonina, Ngantem, and Dapiya, (2020), it is sad to note that, despite incessant media reportage on the current state of insecurity in Nigeria especially farmers-herders conflict, it has not yielded much of the desired results. Ekpei (2018) corroborated that lately in Nigeria, the old-time friendship of farmers and herders characterized by sharing farm products and leashing out of farmlands for grazing to get organic manure has translated to hatred, distrust, and mutual suspicion.

In some localities of Benue, Taraba, Nasarawa, and Adamawa state, farmers and herders are on a manhunt of each other. Herdsmen-farmers clashes pose a multi-faceted threat to human resource management, including workforce displacement from the conflict-prone areas, a threat to the firm's ability to attract a diverse workforce in terms of gender and race, a reduction in the pools from which prospective employees can be drawn, and human resource disabilities caused by crash-related injuries (Mojisola, 2019). However, The influence of the herdsman-farmers conflict on human resource management has received little attention in the literature. Therefore, this study seeks to examine the effect of farmers-herders conflict on the growth and development of human resource management in Adamawa State.

Statement of the Problem

The Herders-farmers conflict has had a major impact on human resource management, affecting not just herders and farmers, but also individuals who live and work in crisis-prone areas (Mojisola, 2019). The above situation has the potential to make many individuals frightened to work in these places, despite the country's high unemployment rate, and as a result, the crisis has impacted human resource management in terms of labor availability in crisis zones. However, there are limited extant studies that critically examine the effect of the farmers-herders conflict on human resource management in Adamawa State, Nigeria.

Scope of the Study

The issue of farmers-herders conflict is broad hence this current study will strictly be limited to the effect of the herders-farmers conflict on growth and development of human resource management in government institutions (organizations/ministries) in Adamawa State, Nigeria.

***Corresponding Author: Bello Deva Vincent**

Department of Business Administration, Modibbo Adama University, Yola, Nigeria

Research Objectives

The specific objective of this study is to examine the effect of the farmers-herders on the growth and development of human resource management in Adamawa State, Nigeria. The specific objectives are:

- To examine the current state of farmers-herders conflict in Adamawa State
- To find out whether the farmers-herders conflict has an adverse effect on human resource management
- To ascertain the effort made by the human resource unit/department in government institutions during the farmers-herders conflict

Research Questions

- What is the current state of farmers-herders conflict in Adamawa State?
- Does the farmers-herders conflict have an adverse effect on human resource management?
- What effort was made by the human resource unit/department in government institutions during the farmers-herders conflict?

REVIEW OF RELATED LITERATURE

The farmers-herders conflict has been in existence for quite a time now. Hence, there are quite a several extant studies on farmers-herders and their social, political, and economic implications. Tonah (2006) corroborates that the farmer-herder clashes have only since the 20th century become widespread in the coastal countries of West Africa. It is becoming common in nearly every part of Nigeria. Even though herders graze on farmlands that belong to crop farmers and farmers depend on animal dung for improving soil fertility yet there has always been friction between the two parties (Abba and Usman, 2008). The issue of farmer-herdsmen clashes is gradually gaining prominence in Nigerian society. Its prominence can be said to be more the Boko Haram attacks which have over the years been the major problem of the country. These clashes form part of the factors militating against the socio-economic development of Nigerian society. Fasona and Omojola (2005) reported that farmer-herdsmen conflict accounted for about 35% of conflicts cases reported in Nigerian newspapers. Similarly, (Ukamaka, Danjuma, Mbolle, Achonam, & Mbadiwe, 2017) corroborates that the farmers-herders conflict is widespread in the country and has been on the increase in recent times. In Nigeria, the farmers-herders conflict is a threat to human resource management. Mojisola, (2019) revealed that the conflict's worrisome scope has generated several analyses by various researchers. Most of the research identified the factors to include the conflict-induced by economic hardship, fast growth in population, climate change, cattle invading farmers' farms, encroachment of livestock routes, rapping of female farmers, and polluting of water of communities by herds.

METHODOLOGY

The research study adopts a quantitative approach and the survey design was used. The questionnaire was used as the core instrument for data collection. The population of the study comprised of workers in public institutions in Adamawa State,

Nigeria. Using the purposive sampling technique, twenty respondents were conveniently selected from each of the twenty-one (21) local governments in Adamawa State. Therefore, the sample size was four hundred and twenty (420) civil servants which cut across the twenty local governments in the state as earlier pointed out.

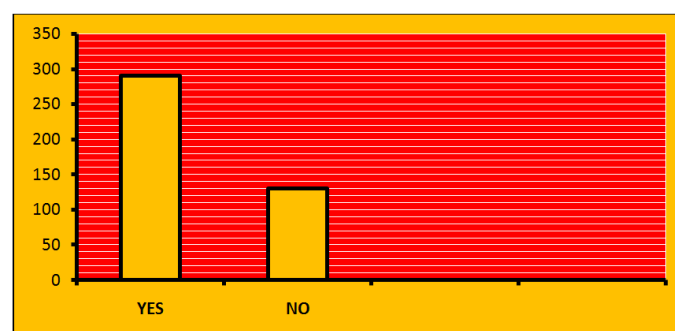
DATA PRESENTATION AND ANALYSIS

This study aims to probe the effect of the farmers-herders conflict on human resource management in government institutions in Adamawa State. Therefore, the results of the study are based on the objectives investigated, which are; to examine the current state of farmers-herders conflict in Adamawa State, to find out whether the farmers-herders conflict has an adverse effect on human resource management; to ascertain the effectiveness of human resource units/department in government institutions in Adamawa State; to ascertain the effort made by the human resource unit/department of government institutions to manage their human resource during the farmers-herders conflict.

Demographic Characteristic of Respondents

Based on the data retrieved from the field, it was found that 58% of the respondents are male; while 42% are female. This implies that there are more males than females in the sampled population. Finally, it was also found that 29% of the sampled population have either FSLC or SSCE as their highest qualification, 59% revealed that they had Diplomas or NCE while 13% revealed that they have Degree and above as their highest qualification.

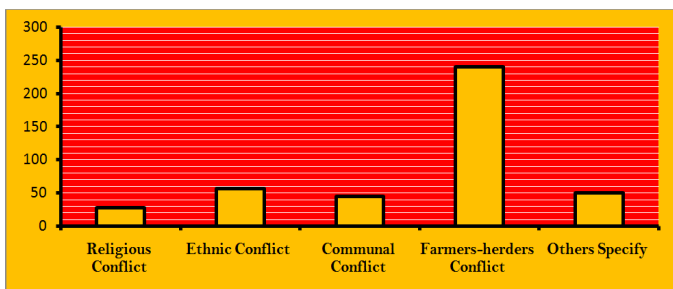
Psychographic Data



Source: Field Survey, 2022

Figure 1. Respondents' Views on whether they Experience the Farmers-Herders Conflict Their Terrain

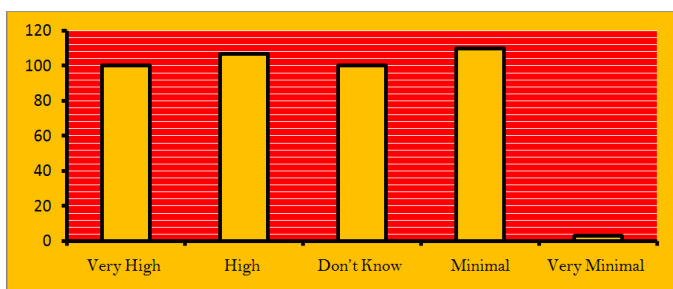
The data in the figure above shows that the majority of the respondents 290 which constitute 69% agreed that they had an experience of the farmers and herders conflict in their terrain. On the hand 130 which constitute 21% say no. This implies that the farmers-herders conflict is a problem that affects the majority of areas in Adamawa State. The above findings are in tandem with that of Popoola, Brimah and Olawale (2020) when they revealed that the conflict between the farmers and herders is one of the common social problems that constitute a serious security threat to the unity and progress of Nigerian society. Farmers-herders conflict is one of the most prevalent forms of conflict in Adamawa State, Nigeria, according to the data in the table above, as the majority of the respondents 240, or 57 percent of the sampled respondents, agreed that it is one of the most prevalent forms of conflict in the state.



Source: Field Survey, 2022

Figure 2. Respondents' Views on the most common type of conflict in their ambient?

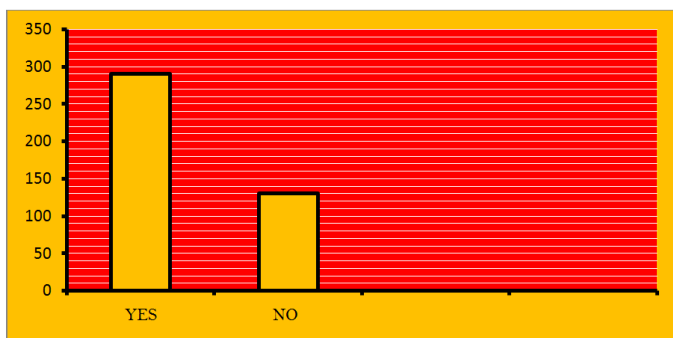
This means that the farmers-herders issue requires immediate and significant attention from the government and the general public.



Source: Field Survey, 2022

Figure 3. Respondents' view on the Current State Farmers-Herders Conflict in Adamawa State

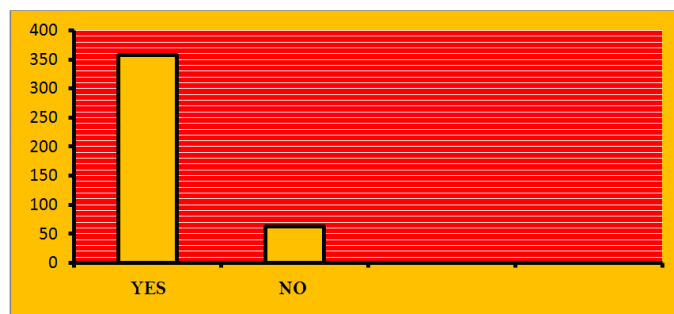
The majority of respondents feel that the current condition of farmers-herder conflict is minor in recent years, according to the figures in the graph above. Since the data for this study were collected during the dry season, when farming activity was lower, there were fewer chances of farmers and herders clashing.



Source: Field Survey, 2022

Figure 4. Respondents' Views on whether the farmers-herders conflict adversely affected them

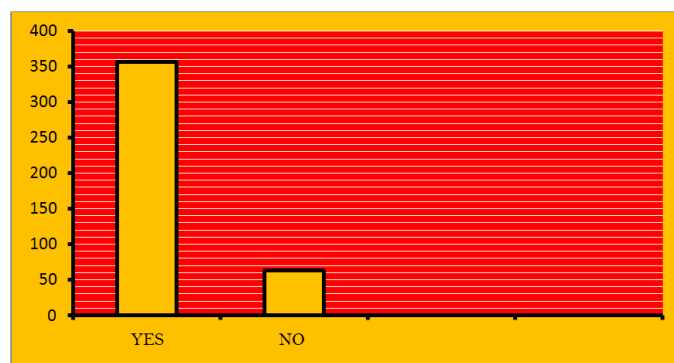
According to the statistics in the graph above, the majority of the respondents (290, or 69 percent) believe that the farmers-herders dispute has harmed them. On the other side, 130 people (or 21% of the total) indicated they were unaffected by the farmers-herders dispute. This indicates that the majority of responders are affected by the farmers-herders dispute. This means that the conflict between farmers and herders is accompanied by a negative consequence that has the potential to damage the population of the affected region.



Source: Field Survey, 2022

Figure 5. Respondents' Views on whether the farmers-herders conflict affected their livelihood?

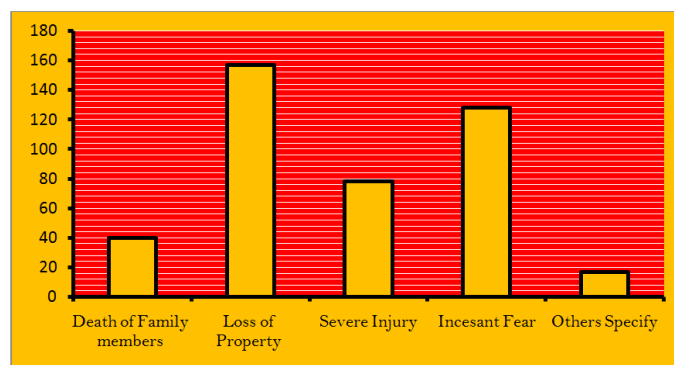
The majority of respondents feel that the farmers-herders disagreement has hurt their livelihood, according to the numbers in the graph above. This indicates that the conflict has the potential to degrade the living standards of respondents.



Source: Field Survey, 2022

Figure 6. Respondents' View on whether the farmers-herders conflict affected their performance at work?

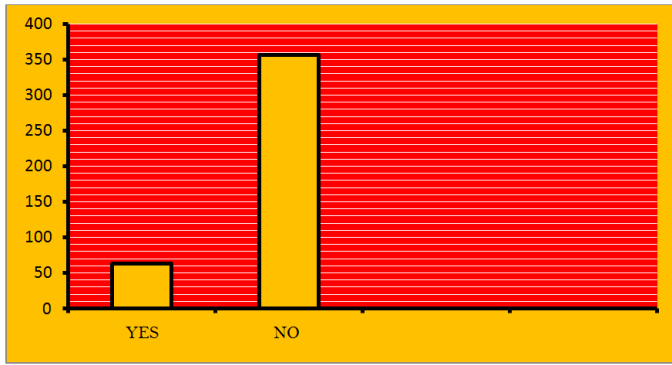
According to the statistics on the graph above, the majority of respondents believe that the farmers-herders dispute has impacted their work performance.



Source: Field Survey, 2022

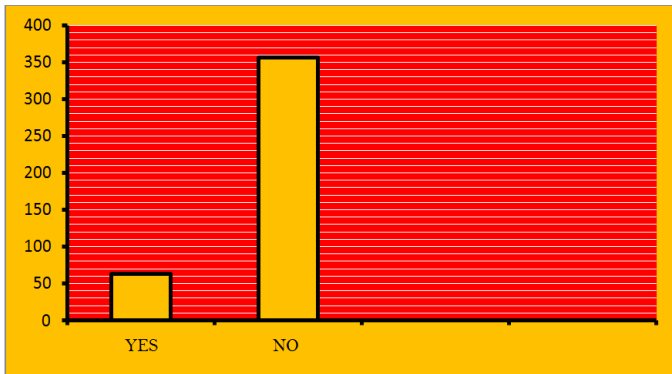
Figure 7. How the farmers-herders Conflict-affected Human Resource Performance

According to the data in the graph above, the majority of respondents said that one of the worst consequences of the farmers-herders conflict was the loss of property, followed by persistent terror, serious injury, and the death of family members. The data in the figure above show that the majority of respondents said they don't feel comfortable working in their current environment due to the reported cases of farmers-herders clashes.



Source: Field Survey, 2022

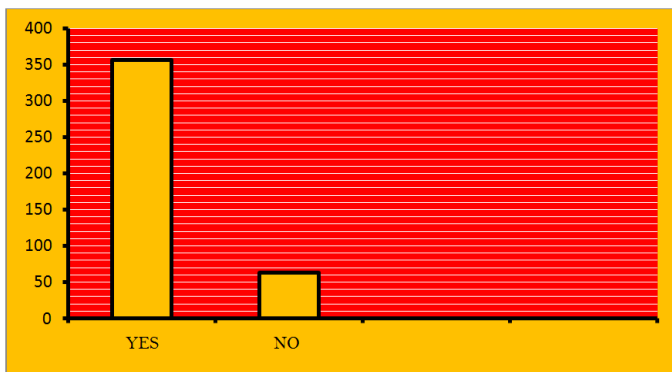
Figure 8. Do you feel comfortable working in your current environment despite the farmers-herders conflict



Source: Field Survey, 2022

Figure 9. Have you received any form of succor from your workplace during any of the farmers-herders attacks that affected you?

The data in the histogram above show that majority of the respondents claim they've not received any form of succor from their workplace during farmers-herders clashes that affected them directly.

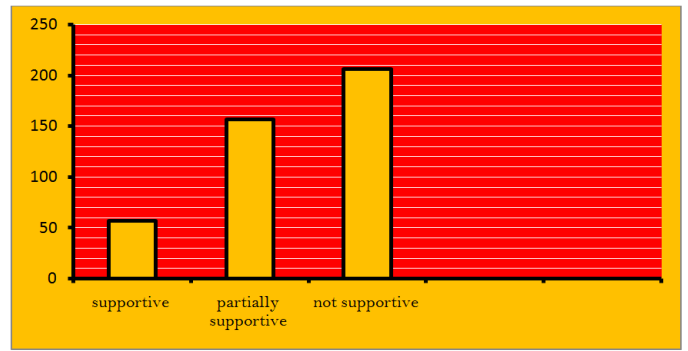


Source: Field Survey, 2022

Figure 11. Are you willing to quit your job if you have a job offer in an ambient without cases of herders-famers conflict?

The data in the histogram above shows that majority of the respondents claim they were ready to quite their job if they have an offer in a more calm and peaceful environment without cases of herders-farmers conflict.

According to the data in the graph above, majority of respondents claim their organizations/ministries were not supportive during the farmers-herders conflict. The above situation has the potency to affect the performance the human resource.



Source: Field Survey, 2022

Figure 10. How would you describe the effort of the organization/ ministry you work for during the farmers-herders conflict?

DISCUSSION OF FINDINGS

This study examined the farmers-herders conflict its implications on human resource management in public institutions in Adamawa State, Nigeria. The study found that current state of the farmers-herders conflict is minimal, perhaps because the time which researcher gather data for this research is during dry season when there are less or no farming activities hence the possibility of experience less or minimal conflict between the herders and farmers. In this study, it was also found that the majority of the respondents didn't receive any form of support from the places of work during the conflict. Perhaps because of the inactive or dormant nature of human resource units/departments in government establishment. It was also found that the farmers-herders conflict has an adverse effect on human resource management because majority of the respondents the farmers herders conflict was accompanied with loss of love ones, incessant fear and destruction of property which affected that performance at work. Furthermore, most of the respondents were of the opinion that they are ready to quit their jobs if they will be given job offers in a more peaceful and conductive ambience.

Conclusion

The farmers-herders conflict is a threat to the development and growth human resource management. The veracity of the above is hinged on the fact nobody employee either in public or private organization would like to work in an ambience saturated with rancor where loss of property and love ones in an order of the day. Therefore, there is the need for the government to look into the plight of her employees residing in areas affected with the farmers-herders conflict especially those residing in rural settings.

Recommendations

1. There is a swift need for a well organized and active human resource department/units in government institutions as this would go a long way is boosting the performance of employees during times of uncertainties like the farmers-herders conflict.
2. Because the farmers-herders dispute has persisted for so long, the government must find a long-term solution to the situation.
3. Government employees, like their private-sector colleagues, are human beings. As a result, the government must properly care for its employees, particularly during times of uncertainty such as upheaval inside or outside the workplace.

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