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EFFECT OF BANDITRY ON EMPLOYMENT TURNOVER IN FEDERAL POLYTECHNIC, KAURA NAMODA, ZAMFARA STATE

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ABSTRACT

This study examines the effect of banditry on employee turnover in Federal Polytechnic, Kaura Namoda, Zamfara State. The primary objective was to investigate how banditry influences staff decisions to quit their jobs within the institution. The population consisted of all 1,079 staff members of Federal Polytechnic, Kaura Namoda (2023 staff registry). Data were collected using self-administered questionnaires from both academic and non-academic staff. Simple linear regression analysis, using SPSS version 20, was employed to test the hypotheses. Findings revealed that an increase in banditry activities significantly raises the likelihood of employment turnover their jobs. Consequently, the study recommends that the management of Federal Polytechnic,

Kaura Namoda implement policies such as remote working to minimize staff exposure to banditry-related risks and reduce turnover.

1.1 Introduction

Tertiary education institutions in Nigeria continue to experience multiple crises, particularly insecurity stemming from banditry and other violent activities. Educational institutions, as centers of learning and employment, are increasingly threatened by insecurity, which affects not only their operations but also the willingness of employees to remain in service. Banditry, insurgency, kidnapping, and communal conflicts create a climate of fear and uncertainty that influences staff morale and career decisions. It is the responsibility of government to safeguard citizens, especially employees in critical sectors like education, from threats that could compromise their well-being and productivity. Ensuring the safety of employees is essential for sustainable socio-economic development because insecurity disrupts educational and economic activities, leading to stagnation. Socio-economic development in turn influences national growth, employment, and human capital retention (Azad, Crawford & Kalia, 2018). When educational staff are exposed to insecurity, they may contemplate leaving their jobs, which negatively affects institutional stability and the quality of education. In areas with recurrent banditry, such as Zamfara State, these threats are particularly pronounced, highlighting the importance of empirical studies on the issue.

A developing country like Nigeria faces widespread insecurity, including banditry, insurgency, and kidnapping, which significantly affects investment and economic growth. Such insecurity has led to the diversion of Foreign Direct Investment (FDI), a critical source of employment, as investors seek safer environments for business operations (Ewetan, 2013). Beyond economic implications, insecurity undermines national stability, threatening both the socio-political and economic environment of affected regions (Okoli & Ogayi, 2018). Northern Nigeria, including Zamfara State, has experienced significant consequences from these crises, particularly in the northwest geopolitical zone. The Boko Haram Insurgency and herder-farmer conflicts have displaced populations, disrupted livelihoods, and weakened social cohesion (Olaniyan & Yahaya, 2016). The Fulani-herder/farmer crisis has become a persistent security challenge that hinders social and economic development in the state. Banditry has not only led to loss of lives and property but has also caused a diversion of government attention and resources from development priorities (Babagana, Madaki, Ibrahim Adamu & Guja, 2019).

In Zamfara State, armed bandits have carried out violent acts, including abductions, killings, robbery, and cattle rustling, which have caused widespread fear and instability. Insecurity within and around the Federal Polytechnic, Kaura Namoda, has prompted some employees to consider leaving their jobs due to concerns for personal safety and well-being. The escalation of banditry has disrupted normal operations, reduced productivity, and threatened socio-economic development, as employees' focus shifts from work responsibilities to survival and security (Daily Trust, 2018). Despite government and security interventions, including deployment of military and police forces, attacks continue, highlighting the persistent nature of the insecurity problem (Premium Times, 2017). The psychological and economic stress associated with living and working under constant threat may significantly influence employees' intentions to quit their positions. These conditions make it imperative for institutions and policymakers to understand the determinants of staff turnover related to insecurity.

Nigeria's tertiary education system faces an increasing threat from insecurity, which manifests in banditry, insurgency, and communal conflicts that directly affect staff well-being and institutional functioning. Employees exposed to repeated incidents of violence are more likely to experience fear, stress, and anxiety, which can result in decreased job satisfaction and increased intention to leave their positions. In Zamfara State, where insecurity has intensified, Federal Polytechnic, Kaura Namoda staff are particularly vulnerable to threats, including abductions, killings, and psychological trauma (Daily Post, 2021). This climate of fear undermines institutional continuity and negatively impacts educational outcomes by discouraging experienced staff from remaining in service.

This study is significant because it provides empirical evidence on the relationship between insecurity and staff turnover in tertiary institutions, particularly in regions severely affected by banditry such as Zamfara State. By examining how staff respond to threats of banditry, the study highlights both the psychological and economic implications of insecurity on workforce retention. The findings are expected to guide government authorities, institutional managers, and policymakers in designing targeted interventions that enhance staff safety and improve retention strategies. Additionally, the research contributes to academic literature on workforce management in conflict-prone environments, offering practical and theoretical insights into employee behavior under threat. The study also provides a framework for further research on insecurity and employment dynamics in Nigeria and similar contexts. The study addresses an urgent need for

evidence-based policies to safeguard employees and strengthen the resilience of educational institutions. Therefore, this study examines how the prevalence of banditry influences employee turnover in the Federal Polytechnic, Kaura Namoda.

2.1 Literature Review and Theoretical Framework

Nations all over the world and Nigeria inclusive recognize the place of peace in socio-economic and political development. The consciousness of the implication of conflict to nation states has led to measures adopted to ensure peace through good governance and accountability. Nigeria has been confronted by various forms of political and resource control violence, but none has challenged its national economic security as Terrorism and the so-called ethnic cleansing conflicts (Stan, 2014).

Nigeria's Northwest is gradually becoming another major regional theatre of violence, much like the Northeast where Boko Haram terrorists have wreaked havoc in the past ten years. A problem, which initially appeared as localized disputes between herders and farmers over access to land, has morphed into an intractable crisis posing a major threat to national and regional security. The level of rural banditry escalated between 2014 and 2019 attracting a lot of attention, while assuming increased political undertones in the run-up to the 2019 Nigerian elections (Onifade, Imhonopi & Urim, 2019). Armed banditry has become a major problem in Zamfara State (Olayoku, 2014). This menace has been on the increase in frequency since 2011 after General elections, leading to violent conflict between the Fulanis and their allies from within and outside the country on one side and the farmers on the other hand. The outcome of this conflict has claimed thousands of lives and caused destruction of properties worth billions of naira in the state (Bello, 2017). It could be argued that there is no village in the state that has not witnessed the impact of armed banditry. As reported by Rufa'i (Rufa'i. 2018) for example in Mada district in Gusau local government area, over 12 different attacks by bandits which claimed the lives of over 20 people and 1500 herds of cattle stolen at different times from 2014 to 2016 were witnessed, notwithstanding other violent crimes such as rape, kidnapping, Abduction, and causing grievous hurt were also recorded with in the period. Hence, incidents of this nature are common occurrence in virtually all the villages in the state with little or no efforts from the security agencies towards preventing it or even countering it.

The former Governor Abdulaziz Yari, is reported to have said that nearly five hundred villagers, and thirteen thousand hectares of land have been devastated, and two thousand eight hundred and

thirty five people killed between 2011 and 2018. It was also estimated that there are at least ten thousand armed bandits and cattle rustlers operating out of eight major camps in Zamfara State. Also, some reports put the number of children orphaned as a result of such attacks at forty-four thousand since 2010. In Anka Local Government Area of the State, over sixteen thousand people have been internally displaced (Otto & Ukpere, 2012).In-spite of the Federal governments' efforts, by deploying more troops and Units of Mobile Police to the State, as well as the State governments' assistance by providing logistics such as operational vehicles (437 Toyota Hilux) and financial support (N17 billion), the killings and brutality continue to take a new dimension as the bandits continue to adopt some new strategies in perpetrating their barbaric acts. Thus making it very difficult for the security agencies to curtail their criminal activities as the bandits understand the terrain more than the security agents because there is no access road in trying to reach out to these villages whenever there is report of attack and communication by the security agencies operating along the forest is virtually impossible (Anka, 2017).

To alternatively manage the situation, the idea of peace deal and amnesty was initiated between Zamfara State government and the Leadership of these bandits in 2016. The State government, having reviewed the impacts of the cohesive measures especially the use of Military and Mobile Police, come to the conclusion that, the operation has not yielded the much-desired result in spite of huge amount of funds expended. Hence, the State government opted for negotiations with the armed bandits with a view to surrendering their weapons to the State government as the best option for ensuring sustainable peace (Tangaza, 2014). The State government delegation led by the Deputy governor, Malam Ibrahim Wakkala Liman and the bandits under the leadership of Buharin Daji (a.k.a. Tsoho) had their first meeting on the 15th December, 2016 at Gobirawar Chali in Dansadau Emirate under Maru Local government Area, with emphasis on three major issues during the dialogue especially with the demands from the bandits clearly spelt out; 1. 'Yansakai Vigilante must stop the wanton attacks on their communities, 2. Security agents and Vigilante groups must stop seizing their cattle and 3. The government should not continue to neglect their communities in the area of developmental projects. The government agreed to their demands and emphasized that, for the amnesty to deal to be perfected the bandits must surrender their arms and should promise not to invade any community while the peace deal lasted. The government also proposed some strategic measures of integrating the bandits back to their communities by

providing soft grant for them to commence business as well as bringing some of them closer to the government (Anka, 2017).

Having enjoyed about nine (9) months of relative peace in the state as a result of the peace deal entered into with the bandits and Amnesty programme introduced by the State government, the peace deal was however breached most especially with the resurgence of fresh killings in some communities along Shinkafi, Tsafe, Maru and Maradun Local government Areas, with multiple number of death and loss of Properties worth millions of naira. The new violence was characterized with brutal and wanton killings, sexual intimidation among women and children and kidnapping for ransom. It was described as the most tragic in the history of the State and the most inhuman maltreatment against humanity. This ugly development emerged at a time when people believed that, the peace deal entered into between the State government and the bandits would serve as a panacea to the crises. The failure of the peace deal was attributed to many factors among which include; Absence of the political will from the side of the State government to implement the agreement it has entered with the bandits, Non-implementation of rehabilitation and reconstruction measures to bring succor to the victims of this conflicts, as well as re-arresting of some members of the bandits by the operatives of the Department of Security Service (DSS) after they have signed the peace deal with the State. As stated by Shehu (2017), the peace pact was jeopardized after a close associate of Buharin Daji called "Dogo Bangaje" was intercepted, arrested and detained by the DSS. Others blamed the operation-SHARAN DAJI launched against the bandits by the Nigerian Army as responsible for the fresh violence while others were of the opinion that, As some of the armed bandits leaders heard about the huge amount of money being dashed out to Buharin Daji and his camp plus the juicy appointment by The State government, they decided to establish their own popularity so that their plight can equally be considered by the State government (Anka, 2017).The Federal government has taken drastic measures with a view to curtailing this present situation especially with the intervention under President Mohammadu Buhari ordering a Military crackdown on bandits operating in rural communities in Zamfara State in a renewed operation-HARBIN KUNAMA, following fresh attacks on some communities in Shinkafi and Maradun Local government areas (Premium Times, 2017). To enable the Military carry out this new mandate, the president has approved the request of the Minister of Defence, Gen. Mansur Dan-Ali (rtd), for the stationing of the full Battalion of Special Forces in Zamfara State. and operationalizing of the newly established 8 Division of the Nigerian Army in Sokoto in the new

order of Battle (OBAT). The President has also approved the movement of the 1 Brigade of the Nigerian Army from Sokoto to Gusau upon take-off of the 8 Division. Apart from the effort made by the presidency, the upper legislative chamber has also passed a resolution mandating its standing committee on security to ascertain the cause of the fresh killings in Zamfara State and recommend ways to avert its re-occurrence. In June 2018, apart from the additional troops and mobile police men deployed to the state, another operation was also launched by the Nigerian Air force called OPERATION-DIRANMIKIYA which has led to heavy bombardment of the bandits' hideouts in sububu forests as a result of which large number of bandits killed and their camps destroyed (New Telegraph, 2018).There has been a continued cases of insecurity leading to loss of lives in the Federal Polytechnic, Kaura Namoda where unknown gunmen suspected to be armed bandits stormed the institution on the 25th day of March, 2021 and killed two workers. The bandits were said to have stormed the residents of the deceased at low cost of Kaura Namoda area of Zamfara State, unleashing terror attacks where they were said to have killed one Usama Nazifi aged 37 years old and Bashiru Muhammad aged 39 years old (Daily Post, 2021). Currently, towns and villages in Zamfara state are being attacked by bandits almost on daily basis. People are killed, kidnapped for ransom, women raped, hundreds of cattle rustled, traders robbed, houses and markets destroyed, farming proscribed by bandits; those who cultivated crops have been warned not to venture near their farms (Daily Trust, 2018). There is wanton destruction of lives and properties and high level of human rights violation going on in Zamfara State (Daily Trust, 2018. The irony is that despite enormous amounts being invested in military and security operations, the security situation seems to be deteriorating. This significantly affected the enthusiasm, emotional and psychological stability of many staff in Federal polytechnic Kaura Namoda to the extent that some staff expressed their intention of quitting the institution due to dissatisfaction with security situation.

Therefore, this research intends to examine insecurity and its challenges on staff turnover intention in Federal Polytechnic, Kaura Namoda, Zamfara State. Also, the research will go further to know the causes of insecurity in the aforementioned area with the intention of proffering a lasting solution to the menace posed by insecurity.

2.1.1 Theoretical Framework

Maslow's Hierarchy of Need theory

The study adopted and utilizes the Maslow's Need Hierarchy to explain the insecurity; underlying theories support this study. The discussions of the theories and how they relate to the study is as follows:

Maslow's Need Hierarchy theory is considered to be the first and foremost content theory of motivation, which was developed in 1935. Abraham H Maslow of Brandies University fashioned a dynamic and realistic explanation of human behavior. The underlying concept of motivation is some driving force within individuals by which they attempt to achieve some goals in order to satisfy some need or expectation in life (Burleson and Thorton, 2013). Maslow clearly understood this factor and he felt that motivation must reflect this nature.

The concept of need is especially important for a greater understanding of one's own behavior and that of others with whom and through whom one works. “Needs” reflect an internal state that makes certain outcomes appear attractive. An unsatisfied need creates tensions. Tensions motivate action and action can result in the accomplishment of a goal and relief of the tension. Maslow pointed out that needs are ever changing. People change their goals and redirect their activities in response to changing needs. One major importance was his pointing out that unsatisfied need serves as 'magnets, which attract efforts to satisfy those needs. After a particular need is satisfied, it is 'demagnetized' and after a particular need is de-magnetized; it is no longer serving as effective motivator. Maslow hypothesized that within every human being there exists a hierarchy of five needs.

These needs are; Physiological includes: hunger, thirst, shelter, sex and other bodily needs; Safety includes: security and protection from physical and emotional harm; Social – includes: affection, belongingness, acceptance and friendship; Esteem - includes internal esteem factors such as self-respect, autonomy and achievement and External esteem factors such as status, recognition and attention; and self- actualization which is represented by the drive to become what one is capable of becoming; includes growth, achieving one's potential, self-fulfillment etc.

In these research works our concern in capitalized on the second need; Safety includes security and protection from physical and emotional harm. Safety needs refer to a person's desire for security or protection of lives and properties once the physiological needs become relatively well gratified, the second level needs begin to manifest them and dominate human behavior. These include: Protection from physiological danger (Fire, accident etc.); Economic security (fringe benefits, health, insurance, pension, programme etc.); Desire to achieve some control over

uncertainties of life. An example of transition from; Physiological to safety needs as motivators are the way demands of labor unions have changed. In earlier years the unions demanded greater pay (for gratification of physiological need). Recent negotiation emphasis accident prevention through safety measures, job security, and other fringe benefits. Security needs may serve as motivators, if they are not reasonably satisfied. Generally, organizations tend to over-emphasize the security needs by providing elaborate safety arrangements, fringe benefits, health care accident insurance plans etc., in an attempt to motivate employees.

3.1 Methodology

Research Design

This study will adopt the Survey research Design, according to De Cola (2019), is the gathering of data from a sample of cases selected from usually a larger population, the questionnaire was designed based on the main indicators of the hypotheses to get the relevant information needed for the study and also for quick analysis of data. The questionnaires were designed in such a way as to lend answers to the hypotheses testing.

The research was inflated with 5% in order to take error of filling the question and making the sample size more robust.

Population of the Study

The population of the study is constituted by the staff of Federal Polytechnic, Kaura Namoda, Zamfara State which is 1,079 (staff list registry, 2021).

Sample and Sampling Techniques

The population of this study, comprises, ASUP, SSANIP, NASUP of Federal Polytechnic, Kaura Namoda, Zamfara State, making it 1079 respondents. To arrive at the sample size, Krejcie and Morgan (1970) table was used. In the table, no calculation is needed as such the value on the table for population of 1,079 and above is at N=1,079, and S=285. This means the sample size for this study is adopted at 285.

Table 3.1: Sample Distribution

Category	Population	Sample Distribution	Percentage
ASUP	424	100	35.09%
SSANIP	562	132	46.31%
NASUP	93	53	18.60%

Total	1079	285	100%

Source: Researcher computation (2022)

Furthermore, the study employs purposive sampling technique to select the respondents from the ASUP, SSANIP, NASUP of Federal Polytechnic, Kaura Namoda, Zamfara State.

Instruments of Data Collection

The primary data for the study were generated using a structured questionnaire administered to both academic and non-academic staff of Federal Polytechnic, Kaura Namoda, Zamfara State. The questionnaire was designed to capture respondents' perceptions of the effect of banditry on employment turnover their service. The instrument consisted of both closed-ended and scaled-response questions, ensuring consistency, comparability, and ease of statistical analysis. The questionnaire was divided into three major sections. Section A used closed-ended questions to obtain respondents' background characteristics such as sex, age, years of service, marital status, department, and staff category (academic or non-academic). These questions were categorical and provided fixed options for easy coding. Section B contained Likert-scale questions designed to measure the frequency, nature, and impact of banditry within and around the institution. Respondents rated their agreement or experience using a five-point Likert scale. Section also used a five-point Likert scale to measure respondents' intentions, considerations, or decisions to leave their jobs due to insecurity. Banditry Activities was operationalized as the degree to which respondents experience or perceive insecurity caused by bandit groups. It was quantified using multiple Likert-scale statements. Each respondent's score for Banditry Activities was obtained by summing or averaging their Likert responses to all banditry-related items. Higher scores indicated high exposure to or perception of banditry activities, while lower scores reflected low or minimal exposure. Employment turnover Their Service measured respondents' intention, likelihood, or readiness to leave their job due to banditry. It was also quantified using Likert-scale questions.

Sources of Data Collection

The study will utilize both secondary and primary data. According to White (1989) cited in Kabiru (2016) secondary data refers to data that has already been collected. Therefore, the study will collect data information effect of banditry on employment turnover their service in federal polytechnic, Kaura Namoda, Zamfara State from both the ASUP, SSANIP, NASUP Federal Polytechnic, Kaura Namoda, Zamfara State from 2017-2022. On the other hand, primary data are data observed or collected from first-hand source by the researcher (Kabiru, 2016). He further contended that primary data are "those which are collected afresh and for the first time, and thus happen to be original in nature. The primary data to be collected include the quantitative method. Quantitative data will be collected using the instrument of Questionnaire, is a set of questions which are usually sent to selected respondents to answer at their own convenient time and return

back the filled questionnaire to the researcher (Kabiru, 2016). Questionnaire technique of data collection will be used because it is cheaper to construct and administers less expensive, convenient and unbiased, making it easy to compare relationships. Therefore, the questionnaire for the study will contain both closed and open-ended questions structured as follows: The study used questionnaire technique of data collection. A total number of 285 was administered on staff belonging to various trade unions in Federal Polytechnic, Kaura Namoda, Zamfara State and depicted below:

Reliability and Validity of the Instrument

The need to ensure that the questionnaire is accurately measured for what it intends to achieve, procedures must be followed in consistent with the research questions, this is because the accuracy and dependability of research findings hinge on these fundamental characteristics of a measurement instrument and procedure (Allen, 1979: Oni, 2013), hence, the need to conduct reliability test. Reliability is an estimate of the accuracy and internal consistency of a measurement instrument (Claire and Craig, 2000: Sebastian, 2018). Reliability is used to ensure the consistency of the results for the various items being tested within each component (Foster, 2001: Sebastian, 2018). It is normally evaluated by assessing the internal consistency of the items representing each construct using Cronbach's alpha test (Cronbach's, 1951: Sebastian, 2018). Cronbach's alpha is a measure used to assess the reliability or internal consistency of a set of scale or test items. In other words, the reliability of any given measurement refers to the extent to which it is a consistent measure of a concept, and Cronbach's alpha is one way of measuring the strength of that consistency. The coefficient of the Cronbach's alpha can be calculated using the formula specified in equation 3.1.

$$\alpha = \frac{N\bar{C}}{\bar{V} + (N-1)\bar{C}} \quad \ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots 3.1$$

Where N represents number of items, $\bar{C}$ represents average inter-item covariance, and $\bar{V}$ represents average variance.

The resulting α coefficient of reliability ranges from 0 to 1 in providing this overall assessment of a measure's reliability. If all of the scale items are entirely independent from one another (i.e., are not correlated or share no covariance), then α = 0; and, if all of the items have high covariance's, then α will approach 1 as the number of items in the scale approaches infinity. Although the standards for what makes a good α coefficient are entirely arbitrary and depend on our theoretical

knowledge of the scale in question, the study will use $\alpha \geq 0.7$ threshold as considered acceptable in most social science research. Therefore, table 3.2 below show the reliability test using Chronbach's Alpha:

Table 3.2: Reliability Test of Research Instrument Using Cronbach's Alpha

S/N	Construct / Variable	Number of Items	Cronbach's Alpha (α)	Decision
1	Banditry	6	0.81	Reliable
2	Employee turnover	5	0.78	Reliable
3	Staff job quitting	4	0.83	Reliable

Source: Researcher computation (2022)

Method of Data Analysis

The instrument use for the collection here has the advantage of bringing out clear understanding of the phenomenon, since research of this nature is required. Hence the use of simple linear regressions entails clear observation, description and analysis of the situation on ground including the collection of primary data from a number of respondents. The objective and significance of these methods is to provide a very clear understanding and the solution to the problem at hand. The method used in analyzing the data collected is statistical tools such as simple percentage, frequency distribution table based on the questionnaire administered. Simple linear regressions, hence, were used to test the study hypothesis as the most appropriate measure of association between the variables. However, this research method described and interpreted what existed at the moment the research was conducted. The analysis will be conducted through the use of SPSS.

4.1 Data Presentation and Analysis

In this section, the study examined the effect of banditry on staff to quit their service in Federal Polytechnic, Kaura Namoda. The result was estimated using simple linear regression analysis. Table 4.3 shows that there is a positive and significant relationship between employment turnover their services in Federal Polytechnic Kaura Namoda and Bandits' Activities at 5% level of significance. A percentage increase in Bandits' activities causes staff of Kaura Namoda Polytechnic to quit their service by about 0.8%. Therefore, the null hypothesis that banditry does not affect the staff to quit their service in Federal Polytechnic, Kaura Namoda is rejected. This implies that the more banditry activities' increases, the more staff of Federal Polytechnic Kaura Namoda will quit their services.

Response Rate

Table 4.1: Response Rate

Options	Number of Questionnaire	Percentage
Questionnaire administered	285	100%
Returned	243	85.26%
Not Returned	42	14.74%

Source: Researcher's Computation (2023)

In section, the study examined the response rate of the administered questionnaire. Table 4.1 shows that out of 285 questionnaires administered to the staff of Federal Polytechnic Kaura Namoda representing 100%, 243 questionnaires representing 85.26% were returned valid. However, 42 questionnaires representing 14.74% were not returned. This implies that the number of questionnaires returned were adequate enough to give reliable information.

Demographic Characteristics of Respondents

Table 4.2: Demographic Characteristics of Respondents

Gender	Frequency	Percent
Male	179	73.7
Female	64	26.3
Total	243	100.0
Years of service	Frequency	Percent
1-10 years	127	52.3
11-20 years	25	10.3
21-30 years	55	22.6
30-above	36	14.8
Total	243	100.0

Highest Educational Qualification	Frequency	Percent
NCE/Diploma	63	25.9
Degree/ HND	101	41.6
Postgraduate	79	32.5
Total	243	100.0
Marital Status	Frequency	Percent
Married	153	62.9
Single	90	37.1
Total	243	100.0

Source: Researcher's Computation (2023)

In this section, the study analyzed and discussed the demographic characteristics of respondents as shown in Table 4.2. The distribution of staff of the Federal Polytechnic Kaura Namoda shows that out of 243 staff, 179 representing 73.7% were male, while 64 representing 26.3% were females. This implies that more than 70% of the staff of Federal Polytechnic Kaura Namoda were males. The distribution of staff with respect to their working experience shows that out of 243 staff of Kaura Namoda Polytechnic, 25 staff representing 10.3% spent 11-20 years in service followed by 127 staff representing 52.3% who spent 1-10 years in service. Another 36 staff representing 14.8% spent 30 years and above in service, while 55 staff representing 22.6% spent 21-30 years in service. This implies that more than 70% of the staff of Federal Polytechnic Kaura Namoda spent 1-10 years in service while the remaining spent 21 years and above.

In terms of educational qualification, the result shows that out of 243 staff, 101 staff representing 41.6% obtained Degree/HND certificate, 79 staff representing 32.5% obtained Postgraduate certificates, while only 63 staff representing 25.9% obtained NCE/Diploma certificate. This implies that more than more than 45% of staff of Federal Polytechnic Kaura Namoda obtained at least Degree/HND certificates. Similarly, the result shows the distribution of staff by their marital

status. Out of 243 staff, 153 representing 62.9% were married, while the remaining 90 staff representing 37.1% were single.

Table 4.3: Effect of Banditry on Staff intention in Federal Polytechnic, Kaura Namoda, Zamfara State

Dependent Variable: Staff in Federal Polytechnic Kaura Namoda quit their service					
	Unstandardized Coefficients		Standardized Coefficients	t	Prob.
	B	Std. Error	Beta		
Constant	1.870	0.240		7.800	0.000
Bandits' Activities	0.855	0.586	0.450	1.459	0.024
R^2	0.603				
F-Stat (Prob)	8.407 (0.024)				
Durbin-Watson	1.892				

Source: Researcher survey, 2023

Table 4.3 shows that there is a positive and significant relationship between employment turnover their services in Federal Polytechnic Kaura Namoda and Bandits' Activities at 5% level of significance. A percentage increase in Bandits' activities causes staff of Kaura Namoda Polytechnic to quit their service by about 0.8%. Therefore, the null hypothesis that banditry does not affect the staff to quit their service in Federal Polytechnic, Kaura Namoda is rejected. This implies that the more banditry activities' increases, the more staff of Federal Polytechnic Kaura Namoda will quit their services.

The coefficient of Bandits' Activities (B = 0.855) indicates that for every one-unit increase in the score of Bandits' Activities (as measured on the study's Likert scale), the predicted score for employment turnover their services increased by 0.855 units, holding other factors constant. This means that higher reported levels of banditry are associated with higher levels of staff intention or tendency to quit, based on the structured response scale used in the questionnaire. The R^2 value of 0.603 shows that Bandits' Activities explains 60.3% of the variation in employment turnover their services, while 39.7% is explained by other factors not included in the model. The F-statistic p-value indicates that the model is statistically significant at the 5% level, meaning Bandits'

Activities significantly predicts employment turnover behavior. The Durbin–Watson statistic (~2) shows that the model has no autocorrelation problem, meaning the residuals are independent.

Table 4.4: Heteroscedasticity Test Summary

Step/Procedure	Description of What Was Done
1. Obtain Regression Residuals	After estimating the regression model, the residuals (e_i) were extracted. These represent the difference between the actual values of the dependent variable and the fitted (predicted) values.
2. Obtain Fitted (Predicted) Values	The predicted values ($\hat{Y}_i$) from the regression model were computed for each observation. These values show the expected level of employment turnover based on banditry activities.
3. Plot Residuals Against Fitted Values	A scatter plot was produced by placing the fitted values ($\hat{Y}_i$) on the horizontal axis and the residuals (e_i) on the vertical axis. Each point on the graph represents one observation in the dataset.
4. Check for Patterns or Cone-Shaped Spread	The scatter plot was visually inspected to identify whether residuals spread out widely at higher fitted values (indicating heteroscedasticity) or remained evenly distributed (indicating homoscedasticity).
5. Assess Randomness of Distribution	The plot was checked for randomness. A random cloud of points around zero suggests homoscedasticity, while systematic patterns (e.g., funnel shape, clustering) indicate heteroscedasticity.
6. Conclude Based on Visual Evidence	Based on the plot, conclusions were drawn regarding whether the assumption of constant variance in the residuals was violated or not.

Source: Researcher survey, 2023

To test for heteroscedasticity, the study generated a scatter plot of the regression residuals against the fitted values. This approach examines whether the variance of the residuals remains constant across different levels of the predicted values. A plot showing a random and uniform spread of residuals around the horizontal zero line suggests that the assumption of homoscedasticity is

satisfied. However, if the residuals appear to widen, cluster, or form a distinct pattern as fitted values increase, this would indicate heteroscedasticity. In this study, the scatter plot was evaluated to determine whether the residuals followed a constant variance pattern, which is essential for ensuring the reliability and validity of the regression estimates. Furthermore, the normality and heteroscedasticity tests presented in figure 4.1 shows that the residuals of the model are normally distributed at 5% level of significance. The heteroscedasticity test presented in figure 4.2 shows that the residuals of the model have constant variance at 5% level of significance as the dots scattered around zero.

Figure 4.1: Normality Test

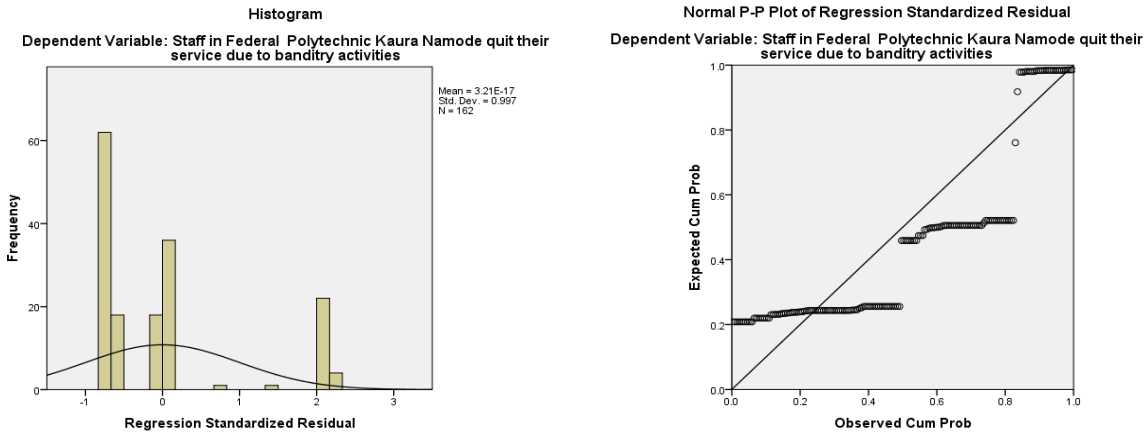
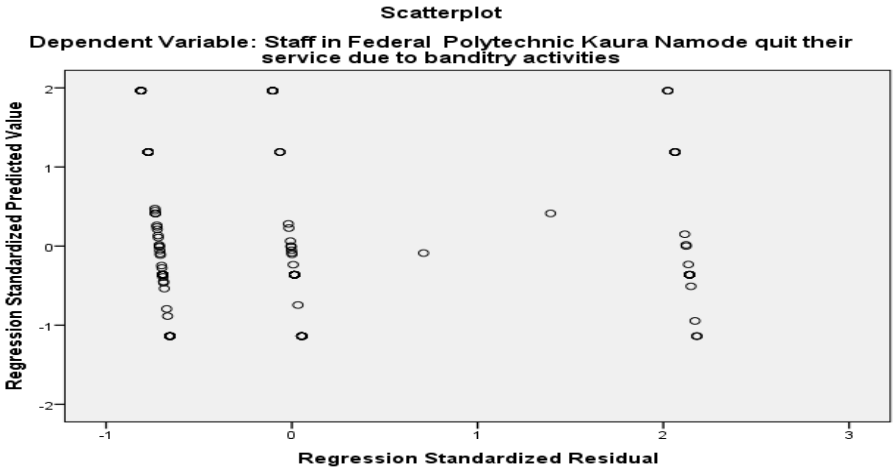


Figure 4.2: Heteroscedasticity Test



5.1Conclusion and Recommendation

The study examined the effect of banditry on employment turnover their job in Federal Polytechnic Kaura Namoda, Zamfara State in 2023. The key conclusion drawn from the study is that the effect of banditry on employment turnover their service in Federal Polytechnic Kaura Namoda, Zamfara

State has seriously affected by banditry activities. Therefore, the studies recommend that, to avoid employment turnover their service in Federal Polytechnic Kaura Namoda, the management of Federal Polytechnic Kaura Namoda should employ the policy of work from home to avoid banditry activities.

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