# PSYCHO-SOCIAL AND DEMOGRAPHIC FACTORS PREDICTING ATTITUDE TOWARDS EXTRA-JUDICIAL KILLING AND THE MEDIATORY ROLE OF CYNICISM AMONG PERSONNEL OF THE NIGERIA POLICE FORCE

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MATRIC NO: 62223

A Thesis Submitted to the Department of Psychology,
Faculty of The Social Sciences in Partial Fulfillment
of the Requirements for the Degree of
DOCTOR OF PHILOSOPHY
of the
UNIVERSITY OF IBADAN

SEPTEMBER, 2021.

# CERTIFICATION

This is to certify that this work was carried out by **AFACHUNG PIUS w**ith **Matric No: 62223,** of the Department of Psychology, Faculty of the Social Sciences, University of Ibadan.


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## DEDICATION

This Ph.D work is dedicated to my dear and loving wife, Oluwatoyin Ajoke Afachung, and my children, Julia Abehinuo, Anthony Alamkemerinung and Kennedy Binurim.

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word related gathering. As for police misuse of power, Westley (1969) accepted police associations cultivated and reproduced a subculture of vicious men and proposed that a police official "utilizes torture unlawfully on the grounds that such utilization is viewed as just, adequate, and, on occasion, expected by his organisation" (p. 216).

Niederhoffer (1967) argued that the police subculture was portrayed by characteristics, for example, pessimism, tyranny, aggression, a propensity to generalization, and an inclination to characterize the world regarding "great" versus "terrible" individuals. Reuss-Ianni (1983) comparably portrayed a subculture among police officials alongside a different administration culture in the office chain of command. She further stressed that these societies were in consistent clash with one another, subsequent in an opposing and stressful condition. Despite the fact that these are the most widely recognized clarifications for police maltreatment of power, the hypothesis of the police subculture has numerous commentators. Kania and Mackey (1977) found that police subculture did not represent the difference among paces of over the top power between states. At the most fundamental level, Sayles and Albritton (1999) addressed whether a police subculture in reality exists and provided that this is true, the degree to which the subculture influences individual actions by police officials. These commentators contended that most sub-cultural hypotheses are solid clarifications for the dynamic, changing wonder of police conduct. As Crank (1998) has expressed, "police culture is without a moment's delay more mind boggling and exquisite than recommended by an emphasis on dull components of policing, for example, debasement, tribute misleading, and criticism" (p. 14). Without a doubt, Manning and Van Maanen (1978) have commented about the various and assorted "subworlds" that make up the policing condition. As of late, Herbert (1998) recognized two head deficiencies of most records of police subculture. Initially, he contended that there is a lot of differentiation made between the formal and casual in policing (i.e., lawful and bureaucratic guidelines rather than the "less formal ethos of the subculture," p. 344). Second, "these discourses normally treat police subculture as though it were a pretty much firm entire" (Gustafson, 2010). At long last, Gustafson, (2010)has depicted the predominant subcultural models as cliché, recorded, and impressionistic.

### 2.1.9 Organisational cynicism theories and models.

Mental contract infringement and implied contract infringement, according to Andersson (1996), are important predictors of employee cynicism. This argument was based on the assumption that three essential factors lead to the creation of cynicism: the specification of absurdly high expectations, the perception of disappointment at failing to fulfil these standards, and the resulting bafflement. Anderson (1996) also contended that ignored desires serve as a covert topic in microscale contract infringement, and that when these desires are ignored, negative mentalities and behaviours result. Therefore, the zone of agreement violation was viewed as a useful measured method for identifying markers and outcomes of employee cynicism (Anderson, 1996). Lastly, Anderson (1996) described cynicism as an attitudinal response of workers to issues in the workplace and work situations, asserted by identifying as well as evaluating those components, supervisors may almost certainly recognize and mitigate the negative effects of cynicism.

The model of cynicism by Johnson and O'Leary- Kelly's (2003) focused on concepts associated with the impression of agreement infringement. These specialists investigated cynicism in connection with the differential effects of social trade infringement on workforce, hypothesising that once staffs do not get what they anticipate or need from their work relationship, a breach of mental contract or critical frames of mind may occur. This thought depends on the theory that in the event that social trades have diverse hidden attributes, at that point, infringement of such trades may bring about various outcomes. Basically, Johnson and O'Leary-Kelly (2013) contended that the social trade needs that bring about mental contract break distinct from people who bring about authoritative cynicism in the level of individual clarity. Along these lines, the individuals who experience contract break may react uniquely in contrast to the individuals who are sceptical. Be that as it may, it is likewise recognized that mental contract rupture might be a predictor of authoritative cynicism. These hypotheses both conceived cynicism as a worker's frame of mind as well as perceived that a person's feelings about working conditions can possibly extraordinarily affect cynicism towards associations. Also, both of these hypotheses restricted their concentration to singular view of apparent contract infringement, and neither unequivocally connected attitude theory.

Dignitary et al. (1998) adopted an alternate strategy to the investigation of cynicism. Despite the fact that they were founded on previous concepts of cynicism, the focal spotlight was on setting up cynicism as a "genuine" frame of mind and recognizing it from other work mentalities. They recognized different definitions and hypothetical antecedents of hierarchical cynicism. Dignitary and associates brought up that cynicism has been inspected through various hypothetical focal points, and has concentrated on a few targets, incorporating other individuals when all is set in done; cultural establishments, a person's profession, top administration, as well as hierarchical reform endeavours. Also, cynicism was recognized from different builds, for example, authoritative duty, trust, work satisfaction, and distance. Dean et al. (1998) created "another" cynicism formulation, in order to coordinate and build on previous cynicism speculations. The aim of this new point of view was to capture the term's generally recognised meaning while also providing a firm basis for operationalizing and estimating hierarchical cynicism. Similarly, hierarchical cynicism has been described as a negative attitude toward one's superior that manifests itself through beliefs, control, and basic behaviours.

Dean et al. suggested that the fundamental belief is that the relationship or manager needs uprightness, influence including negative sentiments and emotional reactions, and basic practices while incorporating solid analysis, cynical forecasts, important looks, moving eyes, and smiles. The Dean et al. (1988) formulations emphasises the following points: cynicism is viewed as a condition, not a characteristic; it is not restricted to a particular type of work or profession; it balances the development by providing conviction, influence, and conduct. Some other important points raised by these researchers despite the fact that cynicism might possibly be impartially substantial or justified, it is indifferently legitimate to pessimistic people. Also, it was noted that cynicism can be beneficial to both the person and the organisation. The makers, in particular, ensured that negative people are less likely to be manipulated by others, and that detractors serve as a warning of proclivities to be self-indulgent and deceptive.

### 2.1.9.1 Foci of organisational cynicism theories

Specialists investigated various forms and foci of authoritative cynicism, with a focus on hierarchical reform and explicit types of organisational cynicism. Reichers et al. (1997), for example, is a follow-up paper that adds to previous studies on cynicism regarding hierarchical transition (i.e., Wanous et al., 1994). These researchers valued a specific brand of authoritative cynicism founded on the presumption that interests trump efforts. According to Reichers et al. (1997), cynicism about progress stems from a genuine lack of confidence in reform leaders. It is a reaction to a history of reform programmes that have not been considered effective by workers, and it can occur regardless of the good intentions of those in charge of change. Reichers et al. (1997) prioritised comprehension and the management of cynicism in the context of authoritative change. They warned that if pessimists continue to resist change, this type of negativity could become unavoidable, and a lack of employee support may result in failure or minimal achievement, which strengthens critical convictions and perpetuates the cycle of progress resistance. Since most reform initiatives rely on "normal" workers to carry them out, cynicism can be a major barrier to change. Besides, the researchers argued that cynicism would permeate different workplaces, causing workers to lose accountability and motivation. Also, the researchers posit that cynicism about hierarchical change can exist because it serves various capacity. Cynicism, for example, has been proposed to help individuals comprehend confounding occasions in their condition, just as fill in as a resistance that shields individuals from horrendous musings. Additionally, this hierarchical change theory claimed that people do not want to be negative; rather, pessimistic employee frames of mind emerge as an effect of experiences and are justified in light of their beneficial purposes. Reichers et al. (1997) went on to say that cynicism can be managed and regulated by well-planned, deliberate administrative efforts, as an alternative to focusing on a single form of cynicism that is commonly found in organisations.

Effort has been made to theoretically explain the procedure that leads to the development of five distinct modes of cynicism and to compare them with empathic outcomes in the workplace (Abraham, 2000). In contrast to Dean et al. (1998) conceptual frame of cynicism, Abraham (2000) described cynicism as including influence, conduct, as well as convictions. The scholar argued that convictions are those ideals such as sincerity,

decency, as well truthfulness discarded in order to fuel the self-enthusiasm of pioneers, culminating in actions focused on secret thought processes and deception. Abraham (2000) identified five distinct forms of hierarchical cynicism; character cynicism, cultural/institutional cynicism, employee cynicism, hierarchical reform cynicism, and work cynicism have all been identified as noteworthy forms of cynicism that affect the organisation. In theory, each of the five systems arose from different aspects of the individual's life and condition. Character cynicism is the most common form of cynicism, and it was thought to be an innately stable quality reflecting a generally negative view of human behaviour. The demeanours of the five structures were portrayed in the contexts of mental contract breach, burnout, and individual job struggle. Moreover, Abraham (2000) noticed a few significant jobs in which cynicism can be useful for employees.

It was proposed, for example, that cynicism might reduce complexity, serve as a check for understanding behaviour and preserving steadiness between beliefs and genuineness, and prevent workers from fully participating (Wanous et al., 1994). Additionally, cynicism could also act as a coping mechanism or method to upset a person's ability, leading to depersonalization, detachment, and lack of care (Cordes & Daugherty, 1993). Empirical evidence suggests that all five types of organisational cynicism are positively related to alienation (Abraham, 2000). Also, personality and employee cynicism have been found to have negative relationship with commitment, whereas social cynicism was found to have a positive relationship with commitment. Likewise, personality and organisational cynicism were found to be negatively linked to employee job satisfaction, while social cynicism was found to be positively related to job satisfaction. However, no forms of cynicism is found to be significantly related to organisational citizenship behaviour. Alternatively, the results showed that organisational cynicism had an indirect effect on organisational citizenship behaviour through alienation. More so, some types of cynicism (such as social cynicism) have been suggested to probably make workers satisfied and more engaged by the findings of Abraham's (2000). Previous empirical research, such as Abraham (2000), Reicherset al., (1997), and others like Wanous et al., (1994), have focused on particular goals and types of scepticism. The broad definition of "organisational cynicism" was proposed as a core term, but not illustrated as a central concept. Hence, the reason for more empirical studies where a more generalised form of

cynicism will be considered, which can be applied across work settings and in different contexts (Brandes, Dharwadkar, & Dean, 1999).

### 2.1.9.2 Models of organizational cynicism

One of the most comprehensive considerations of cynicism inside associations was an investigation by Andersson's (1996). The study exhibited a theory which utilized contract infringement as the system for contemplating worker's cynicism, and various ecological and singular factors. Contracts were perceived as basic highlights of cutting edge organizations in which they fill in as a significant connection among people and associations, and oversee their practices (James, 2005). While the majority of previous business-related contract theories were learned on a broad scale (James, 2005), Andersson (1996) used contract theory to understand microscale organisational frames of mind and behaviours in conjunction with other analysts (e.g. Rousseau and Parks, 1993; Shore & Tetrick, 1995). Employees with low morale, outside locus of authority, equity affectability, high Machiavellianism, or a weak hardworking attitude, according to Andersson (1996), are more likely to be cynical as a result of agreement violation. In addition, statistical qualities were identified as mediators. The model introduced by Andersson, additionally recognized working environment qualities as indicators of cynicism. In like manner, factors in the working environment that may produce impression of agreement infringement, and in this manner encourage the arrangement of cynical attitudes, have been classified into three broad categories: business condition characteristics, organisational attributes, as well as employment and job characteristics. It is not surprising that Andersson's (1996) model has served as a catalyst for others attempting to examine hierarchical cynicism. Johnson and O'Leary-Kelly (2003) build on Andersson's work to create a new model of authoritative scepticism. The Johnson and O'Leary-Kelly model and exact findings suggested that, while having almost no impact on work behaviour, the hierarchical cynicism could be filled as an intermediate person between mental contract break and full of feeling work results despite the fact that having almost no impact on work behaviour results. Then again, mental contract rupture was found to have both a roundabout and direct impact on emotional work results, as well as an immediate effect on work-related behaviour. According to the theoretical

consequences of these findings, agreement violation and authoritative cynicism are distinct (though related) concepts that can be examined separately. Though the two builds include neglected desires, the authors established that impression of mental contract infringement and hierarchical cynicism are one of a kind ideas that demonstrate in altogether different approaches to influence authoritative as well as personal outcomes. While Andersson and Bateman (1997) did not claim to have developed or presented a systematic model of cynicism, they clearly led one of only a few observational studies that looked at the various causes and consequences of cynicism in the workplace. An implicit model was attempted along these lines. In James (2005) work, cynicism is undoubtedly identified as a distinct negative frame of mind that is unrelated to a consistent personality trait. Taking all of these into account, their research looked at behavioural indicators of organisational scepticism as well as the effects of a doubtful and angry attitude on employee behaviour.

The indicators recognized in this study identified with qualities of high- ranking administrators and components legitimately impacted by high-ranking administration. For example, an argument in support of expectations that abnormal states of executive pay, poor authoritative execution, and the declaration of harsh lay-offs would prompt expanded degrees of cynicism was established. The findings viewed by Andersson and Bateman (1997) were social, and by looking at conduct results, they had the option to think about pessimistic results, just as the attitude-conduct interface. Since authoritative cynicism is a cynical attitude toward work, it relied to stand more closely correlated with negative than optimistic career objectives. Cynicism was found to be negatively correlated with the goals of conducting hierarchical citizenship practices, as anticipated. Besides, thinking about the sceptical idea of authoritative pessimists, a negative connection among cynicism and goals to consent to demand for unethical behaviour was predicted and discovered. The notable commitment of Andersson and Bateman (1997) is that the ecological indicators of authoritative cynicism proposed by Kanter and Mirvis (1989) could be recognised and verified in an observational manner. Likewise, they showed that pessimistic demeanours towards the organisation could be sufficiently able to prompt social responses. Also, discoveries from their examination recommended that hierarchical cynicism may possess useful outcomes (i.e., resistance to exploitative

requests). Despite the fact that previous research studies have produced important results, measured work on cynicism has not extended or deviated from existing measured work on cynicism. Along these lines, hierarchical cynicism model advancement speaks to a region of incredible chance. Past scientists have considered the absolute most evident indicators of cynicism while disregarding or overlooking different components which are remarkable to individual workers (e.g., their own recognitions and translations of the work environment). With couple of special cases, the interchange between individual impression of the association and individual attributes remains to a great extent unexplored. In addition, by extending the scope of outcomes conceived in investigations of authoritative cynicism, examiners may most likely pick up a superior comprehension of the elements of cynicism in hierarchical environment. Failure to suggest novel theoretical frameworks can lead to the highest risk of progress in this area. For like 10 years, the dominant paradigm of simple most hierarchical cynicism study has included contract infringement as its theoretical base. Despite the fact that this model has merit and has been valuable in propelling information identified with cynicism in the working environment, even little changes to existing theory could be helpful.

## 2.2    Conceptual Literature

### 2.2.1   Attitude towards extra judicial killing

The attitude an individual may hold towards an object (either tangible or intangible) may influence his/ her behaviour, emotions, thoughts, political decisions, and even future behaviour (Cavenaugh  &  Cauffman, 2015; Shaw and Morgan, 2013). Social psychologists believe that attitude is the feeling that guides information processing which can influence behaviour. In Helen (2013) attitude is described as an individual's subjective evaluations of numerous people, places, ideas and things encountered on daily life (Hardin-Fanning and Ricks, 2017). Nevertheless, there is variation in the amount to which social psychologists agree that attitude is stable and stored in memory, or that they are momentary judgement constructed on the spot using the information at hand (e.g. Helen, 2013; Eaton, Majka  &  Visser, 2009; Glasman  &  Albarracin, 2006).

Inside the two perceptions, there is further argument as to the amount of influence that attitude exerts on behaviour and their endurance or stability over time. And if stored in

memory and only accessed when an associative connection (i.e. the attitude object) is presented then attitude would be stable and enduring over time, resistant to change and reasonably reliable in predicting behaviour (Maio  &  Haddock, 2010). If formulated in a moment, then attitude would be highly unstable, liable to fluctuation depending on a particular situation and would be of little value in attempting to predict behaviour (Glasman  &  Albarracin, 2006). In other sense, attitude is also conceptualised as being explicit or implicit. Explicit attitude is that which requires conscious attention and is measured through direct, usually method of self-reporting. While implicit attitude is that which does not involve direct attention and is thought to indicate unconscious processes (Fielder, Messner  &  Bluemke, 2006). Implicit attitude is mostly and ordinarily assessed through a computerised Implicit Attitude Test (IAT) that records response time towards grouping which is thought to indicate an individual's evaluation of an attitude object. Attitude is said to comprise three main components which include, Affective, Cognitive and Behavioural component in each attitude held by an individual and with different attitude being more strongly oriented towards or in the e direction of one of the three components (Maio  &  Haddock, 2010).

On the other hand, Igbo (2017) observed that many  men of  the Nigeria Police Force are mostly guilty of  the severest form of power abuse including extrajudicial killing. Extrajudicial killing according to United Nations publication (2002) is the deprivation of life  with the open or secret participation, acquiescence  or tolerance and/or complicity of the government or state agencies such as the police, secret service, the military or individual agents in governments employment or on its payroll, without full judicial and legal process. Also, Amnesty International (2009) describes extrajudicial killings as the deliberate and unlawful killings executed on the orders of a government or with its acquiescence or complicity, which is in support of the definitions provided by international experts. In view of these definitions, extrajudicial killing is said to comprise unlawful killings by both the state forces or by non-state groups  such as militias or by people backed by state authorities that  are failing to correctly look into the complaints and prosecute the perpetrators. In other words, most basic definitions of extrajudicial killings involve execution done outside the system of legally allowed killing under International Law, without authorisation from a law court given full due process carried

out by state actor intentionally. On the other hand, extrajudicial killing does not include killings regarded as part of a legally acknowledged process or under conditions such as may be required in the sense of law enforcement or in a state of war in which the killing is regulated by the rules of International Humanitarian Law (IHL). Under IHL, for a killing to be regarded as legal the subject of the killing would be in one of the three groups of legal killings.

Moreover, Crano and Prislin (2018) explain that attitudes are largely agreed to be latent constructs rather than directly observable variable. A number of factors are theoretically assumed to be components of a particular attitude measured directly when determining an individual's attitude. The strength and /or valence of an attitude can be estimated from results on these measurements (Crano & Prislin, 2018). On the other hand, Alderson (1979: 11) argued that the police are apparatus of the legitimate coercive power of the state, with the power to seize or arrest, detain, or to even kill in self-defense or in defense of others, and to maintain peace on behalf of people or the society. Similarly, Barker (2006: 84) stated that "the use or potential use of force is at the heart of the role of the police." Alderson (1979: 13) further identified three kinds of force attributed to police which are 'minimum force', 'maximum force and/ or 'deadly force'. Alderson (1979) admits that although the use of force is fundamental to police operations and essential for the maintenance of public order, peace and safety, it ought to be limited to "minimum force." For instance, in Britain, police officers are armed with "truncheons" or what is known in Nigeria as batons that can only be used on citizens under strict conditions. This is an example of "minimum force." Similarly, the police in United State of America are authorized to use 'non-lethal' force against citizens in making arrests of persons who are threats to themselves or others, and for self-defence. Yet, the police in Nigeria are authorized to use both lethal and non-lethal force against suspected offenders. However the type of arrests to be effected on criminal suspects largely depends on the category of offense allegedly committed. Capital offence like Armed Robbery, Kidnapping, Murder etc. are usually approached with maximum force during arrest by personnel of the Nigeria police force. The use of force by Nigeria Police personnel, unfortunately is said not to be limited to suspected offenders such as armed robbers and kidnappers, but a case of a drunken police officer which may be said to be "unprovoked" or a situation of

which a citizen may  refuse to give or part with a bribe to  a police officer or even a team, may result  in the use of force (Igbo, 2017).

In addition, Bohm and Haley (1997: 219) assert that using "excessive force" by the police seems to be the outcome of perceived disregard and physical resistance by suspects. In July 2015, the then Inspector General of Police (IGP) in Nigeria stated that police authorities were reviewing Force Orders 237  that empowers  police officers  to shoot suspects or detainees who attempt or escape. Till date police order 237 is still existing. The IG also noted that  the Nigeria Police Force between 2012 – 2015 paid over 1 billion naira (US\$ 5 million) to victims of human rights violations by the police personnel (Amnesty International, 2015). The present study examines the attitude of police personnel  towards extra judicial killing. Hence the study conceptually operationalize attitude towards extrajudicial killings as police personnel thought or feelings towards unlawful  deliberate killing of a person  or group of  persons without the due process of the law or court authorization given through a due process, or outside known conventional  justice  system, or legally allowed killings under  International Humanitarian Law.

### 2.2.2   Perception of Justice Dispensation

There is a way personnel  or officers of the Nigeria police force are often  reported to feel about the Nigeria Judiciary (courts /judges) dispensation of justice, especially in cases of Armed Robbery, Kidnapping, Terrorism, Rape, etc. Some police officers are often said to feel that courts or judges, having undertaken professional  risks of life and death, to track and arrest a violent crime suspect, would "set them free" back to the streets or back in circulation, thus giving the suspects opportunity to go after them for "revenge." Many police officers have reportedly been assassinated, and investigations into such cases, have reportedly pointed at members of gangs previously smashed by the police anti-robbery teams of which some of the hunted and killed officers were  members. Some of the police officers are said to bear grudges in the direction of the judiciary with complaints of "flimsy" and  only "technical" reasons for releasing criminal suspects strongly suspected of involvements in violent crime. These  cynical feelings among  police officers is said to be quite wide spread even among some lawyers, and it is no longer only such criminal

case also known as capital offenses, but also in cases of fraud and corruption in Nigeria. Hardly do people accused of corruption before the courts in Nigeria go to jail. This apparent loss of faith, trust and confidence in the judiciary by police personnel may be very influential in attitude towards extrajudicial killing among personnel of the Nigeria Police Force.

However, the Black Law Dictionary defines justice as "the fair and proper administration of law." It also refers to as the use of authority in the justification of right by allocating reward or punishment. Justice is also seen as the quality of being fair and just. In any society, the efficiency and effectiveness of the justice system often influences and guide public confidence and shows the degree to which the state or government is able to attain regulation capacity among its citizens. According to Sheu, Othman and Osman (2018) Justice system and its administration in every state of Nigeria is the reflection of that state's extent of civilization, that also ultimately determines dispensation of justice, growth and development of the entire criminal justice system. The Criminal Justice System is made up of the Nigeria Police Force, the Judiciary and the Nigeria Correctional Administration ( Prison). The structure which is largely a derivation from the British colonial Power, with English background and orientation, also reflects the justice profile of the Nigerian state and society. The roles and functions of each of the components of the Nigerian justice system in the dispensation of justice in any state and society cannot be over-emphasized. The Judiciary as a component of the criminal justice system (courts/judges) has strategic roles of guarding and enforcing the constitutional powers to dispense justice, interpret the laws, arbiters of disputes and have a unique role in the protection of human rights. The prisons now known as the Nigerian Correctional Center can be described as a structure which houses confined inmates, serving sentences or terms of imprisonment as placed on each of them by the courts (in the judiciary) as provided under a state of affairs uniquely dissimilar to the general and free societal life (McCorkle & Korn, 1954). The Nigeria Police Force is the third and most strategic institution among the three components of the Nigerian Justice System. It is the first to receive complaints, call for help or redress against injustice among the citizens. Inciardi (2016) has acknowledged the strategic role of the police as the largest and most visible part of the criminal justice process, a governmental agent by which the character

of a government and political system may be assessed. However, Afon and Badiora (2016) noted that the Nigeria Police Force and its operations have circumvented the dispensation of both its duties and the criminal  justice to Nigerians due to  political interference as well as corruption. Ethno-religious sentiment along with alleged excessive use of force has permeated through the rank and file and the officers' Corps.  Poor working conditions that have been pointed at by the general public as a factor of frustration in its personnel and  reported wide spread bribery and corruption within  the force. Similarly, Salawu (2016) has consistently maintained  that the judiciary in Nigeria has been 'bastardized' and politicised by politicians, with judges being confused, overworked and uncoordinated thus contradicting one another in their verdicts and judicial  actions over time.

Furthermore, Abamara and Anazodo (2016) observed that smooth administration and quick dispensation of justice has become one factor bedevilling Nigeria geo-political entity as it turns to be  a difficulty of no small measure getting justice in Nigeria and being seen as a contagious factor in the fabrics of our national conscience. The Nigeria Criminal Justice system has been trapped in lack of honesty and quickness in the dispensation of justice where both the common man and even the state authorities have lost confidence in her justice process. Police work is largely considered by the degree of preference in how frontline officers comport themselves in  police-public interactions. Bronitt and Stenning (2017) hold that only few research works  are known to have explored how police personnel  actually perceive procedural justice and how police officers perceive whether their own behaviour is procedurally just in the process of justice dispensation. Procedural justice  has  been described as the practice of ensuring that results of police-public interactions are viewed as fair, just and as providing civilian suspects  with equal opportunity to be heard accordingly, regardless of the outcome. Procedural justice relates to the way police officers look at their own ways of interacting with the citizens along the process of criminal justice delivery. Higginson and Mazerolle (2014) observed that when people perceive a fair outcome in their encounters with the justice system, people will tend to accept the outcomes regardless of whether such outcomes are  favourable to them or not. The Nigeria Police according to Hills (2008) have strong historical records that characterise heavily criticized abuse of power, criminal

conduct, corruption, and use of excessive force that often results in extrajudicial deaths of suspects. This informs Akinlabi's (2013) position that personnel of the police was widely seen as oppressors and not protectors of the people. Besides, Umar (2018) argued that both the bar and bench; the judicial component of the criminal justice system has been caught-up in what Jibril (2013) refers to as the "Nigerian factor". That is, many Judges in the course of carrying out their official duties in justice dispensation may have reportedly compromised.

Furthermore, in Nigeria criminal justice system, an accused person is presumed innocent until proven otherwise. While the prosecutor bears the burden of proving and prosecuting the accused innocence. The responsibilities relating to the administration of criminal justice which includes, in fact, starting from police powers of arrest, investigation, arraigning and prosecute that are conferred by the law on the Nigerian police. Umar (2018) identified that the Nigeria factor, where the suspect's lawyer through his/ her lawyer negotiate with the Police Prosecutor not to counter or oppose an application for bail, in order to allow the court grant his application. However, the author argued that this ugly trend was not only peculiar to the Nigeria Police as according to him, it was also common in most cases, especially among officials of the (junior or inferior courts) Judiciary who are as well involved in this "Nigerian factor." The Nigerian factor basically refers to an attempt or strives to make sure things or issues are addressed the way they are priced and paid for, a peculiar trait said to be typical and identifiable as Nigerian (Jibril, 2003). These negative ways comprise a build up to the concept of corruption, dishonesty, fraud, favouritism, nepotism, ethnicity and tribalism.

Lawal (2005) similarly argues that some Nigerian Magistrates and other judicial officers are so corrupt such that they are often said to be involved in unethical relationships with lawyers to impede the course of justice. Lawal (2005) further identifies various forms in which some of the judicial officers engage in corruption which include granting of injunction against the principle governing the injunction, tampering with exhibits, assumption of jurisdiction, where they know there may be none, accepting gratification, bribes taking, among others. Indeed, it is obvious that this Nigerian factor would influence as well as affect the perceptions and process of administration of criminal justice in Nigeria.

Umar (2018) has stated the practice of which the police sees the judicial officers/ lawyers as enemies rather than as partners in progress in the administration of criminal justice. Whereas judicial officers and lawyers see the police as rivals in the administration of criminal justice. All these are said to be at the very foundation of police personnel negative perception of justice dispensation in Nigeria. A situation in which police personnel are said to be looking at the judges as being on the side of suspects or the accused persons more often than being on their own side. An armed robbery suspect hitherto arrested by police personnel and taken to court and rather than being the correctional center, formerly the Nigerian Prisons, could be traced to another case of robbery. Police personnel have reportedly cried out among themselves upon such an instance. Several of such suspects, when rearrested, are widely suspected to be victims of torture and extrajudicial killing in Nigeria. Justice dispensation is said be highly negative among personnel of the Nigeria Police Force. This means that police personnel would rather kill armed robbery and terrorism suspects than take them through the Nigerian criminal justice system due to suspicion that they may be let go the hook along the process by especially the judiciary.

In addition, the National Bureau for Statistic (NBS) reports on 2017 National Corruption Survey identified the police officers, judges and prosecutors as the most corrupt public officials in Nigeria. The report shows that 46.4% of Nigerians had bribery contact with police officers, 33% had with prosecutors, 31.5% with judges/ Magistrates (Francis and Abbas, 2017). With regard to psychological studies, individuals may hold unconscious biases, stereotypes, beliefs and prejudices towards something or other individuals. And the person's perception involves the way one views the world which is biased by many socio-cultural factors. And the present study proposed to examine the police perception of justice dispensation on police attitude towards extra-judicial killing. The study therefore conceptually defines perception of justice dispensation as how police personnel see the judiciary (judges) in the dispensation of justice.

### 2.2.3   Perceived Citizen Hostility

Policing has been described as one of the most dangerous occupations, where police officers do not only have to deal with all sorts of accidents, but also assaults and

homicides hardly confronted or experienced in other occupations (Hine, Porter, Westera and Alpert, 2016; Phillips, 2020). Prenzler (2012) has noted that, as a consequence of occupational violence, the police are constantly rated among the first five professions said to be characterised by injuries and fatalities. For instance, the Health and Safety Executive (2013) in United Kingdom states that 'the degree of physical assault to police officers is almost 12 times the "all other occupations" rate.' Similarly, the Federal Bureau of Investigation (FBI, 2014) reports that 49,851 US officers were assaulted out of which 29% suffered injuries. According to Covington, Huff-Corzine, and Corzine (2014), most injuries sustained from police-citizen hostility are not always life-threatening or restricted to physical abuse, but also such injuries resulted in psychological stress that (include post-traumatic stress disorder, anxiety, depression etc.) which may influence negative reaction from the police when faced with similar hostility. Klinger (1996) observed that citizen's extreme hostility towards police officers may heighten the probability of arrest in police-citizens encounters. The author explains that when the encounter involves "extreme hostility", it independently increases the odd of arrest and subsequently could influence the  use of force by an officer or a team of officers. Similarly, earlier studies such as Black's (1970) found that police possibly sanction suspects who fail to submit to police authority whether legal ground exits or not. Also studies such as Black, (1980); Lundman, (1974); and Visher, (1983) measure physical attacks on police officers "hitting the police officer" and citizens' physical violence in the presence of police, or both distinguishes between encounter where citizens accord "legitimacy" or "respect" to the police and citizens who do not. Precisely, the studies established that police-citizens encounter that involves violence "fighting" and thus influences the use of force by police as instances of "violent disrespect."

Furthermore, police-citizens relationship is one critical factor in promoting collaboration between the Nigeria Police Force and the public in order to maintain and facilitate safety in neighbourhoods and communities. In fact, this looks like all that underlie the idea of community policing that is presently being highlighted as an essential factor in modern policing.  However, community level outcomes and  likely public alienation from legal or justice  system, as well as personal outcomes such as an internalising symptoms and recidivism influence by the negative attitude towards the police (Gau and Bunson, 2010;

Hartinger-Saunders et al., 2011; Kandala, 2018). Also, findings (such as, Gau and Brunson, 2010) have revealed that citizen's negative attitude towards the police resulted in less desire for police presence and even protection in neighbourhoods, as well as/ or increase in incidents of confrontation both in behaviour and attitudinal, when interacting with police personnel. Such citizens disposition towards their police is said to often result in avoidance of the police by citizens rather than more community involvements in protection and crime prevention efforts. Klinger (1994) identified two primary and temporal phases between police and citizen encounters that often entaila "pre-intervention" phase which encompasses the condition that propels police intervention in citizen's lives, and the second one is an "interaction" phase which starts when officers come in contact with citizens and ends when officers and citizens go their separate ways. The police and citizens encounters as indicated by the two phases comprise three distinct features related to criminal violations of the law. For each of these features are unique elements of criminality: (i) the legal nature of what occurred on the conditions leading to police intervention; (ii) the legal nature of citizen behaviour towards the police during interaction, in that, citizens may commit crimes such as attacking or interfering with officers in the course of performing their duties; (iii) interaction – phase crimes not directed against the police, such as assaulting fellow citizens.

In addition, Weitzer and Brunson (2009) observed that citizen's living in low socio-economic status (SES) as well as in areas with high crime rates related more to negative attitude towards police (Hartley & Lucinda, 2016). This may be so because such areas are more prone to unruly encounters between police and citizens. Other authors also emphasise in their findings that individuals who reside in areas of low SES would more often report more negative contact or outcomes with police officers, and also more often get arrested than those living in higher SES areas such as Government Reservation Area (Tapia, 2011; Wu, Sun, & Triplett, 2009). It is also observed that the use of aggressive force by police personnel in addition to the amount of contacts with police reportedly occured more often in lower SES and disadvantaged neighbourhoods or communities and such include primarily non-Caucasian communities (Callanan & Rosenberger, 2011). While this may make more meaning in countries like the United States of America and Europe, in Nigeria, it may need to be adapted. Police harassment and discriminatory

behaviour is not the main explanation for the connection between SES and negative attitude towards the police officers. Hence the present study conceptualises police perception of alleged citizens hostility as perceived or real public hate and/or attacks directed at police personnel and police stations and police vehicles as it was widely witnessed during the recent #EndSars violent demonstrations by the irate youths in Nigeria. Perceived or real hostility towards the police was evident in #EndSars violent protests of October 25, 2020. Public hate and disdain towards the police in Nigeria is being seen as a reprisal or revenge for notorious anti citizens policing in the past or even currently going as may be evident at various levels of police contact with members of the public is often alleged of harassment and extortion woven with rudeness, indecency especially in their turn out or on their uniforms and so also in use of language.

As allegations by the public against attitude and behaviour of police personnel at checkpoints would seem to be on the increase there is also growing complaints against attitude and behaviour of police personnel at other levels of police contacts with members of the public such as the police stations and police posts. On the roads, and at the checkpoints said to be manned by personnel of the Nigeria Police Force a neutral observer would always conclude that attitude of police personnel in their contacts is almost always less than friendly. This strongly held opinions are said to form the basis for the disposition among members of the public that is often associated with the public perception and beliefs that all policemen and women are bad, untrustworthy, unfriendly, corrupt, etc. and for which the public is in turn perceived, by most police personnel, as hostile. Indeed, in the opinion of majority of police personnel in Nigeria, the public does not only indulge itself in hating the police which they hold in disdain, it is also being accused by police personnel of rudeness and lack of respect. In the allegations and counter allegations between the public and police personnel in Nigeria in terms of trustworthiness, friendliness, fairness, helpfulness etc., there seems to be no end in sight into it in some near future.

### 2.2.4   Police Workplace Frustration

In modern organisational settings, specifically the Police Force, frustration at workplace is a very important concern (Sparrow, 2016). Folger and Baron (1996) put forward "that

frustration does often play an important role in many instances of human aggression" (Breuer & Elson, 2017). Workplace frustration is defined as a negative affective reaction that results from undesired outcomes such as perceived maltreatment and interference from goal achievement (Weiss, Suckow & Cropanzano, 1999; Nauman, Malik & Jalil, 2019). Bandura (1983) describe 'frustration or anger arousal' as facilitating aggressive behaviour. While he explained the social learning model of aggression, he stated that "aversive stimulation creates a general state of emotional arousal which can facilitate or advance any number of responses" (Bandura, 1983: p.13). He emphasises that a negative emotional reaction to conditions that constrain purpose driven activity could function as a mediator between the constraining situations and aggressive behavioural reactions.

Clore and Centerbar (2014) posit that the generalised negative emotions may or may not be directed towards certain object or person, while Lazar et al. (2015) stated that frustration can arise while one is inhibited from achieving a goal or goals. Every individual has goals for his or her actions. And frustration is said to arise when efforts to accomplish these goals are often hindered by some events, authority, supervisors, management or other people and over which individuals one may or may not have control. In like manner, Spector (1978) defines organisational frustration as "both interference with goal-oriented activity or goal attainment actions, and the interference with goal maintenance (Spector, 1978, p.365).

Spector (1978) further argues that the basic premise associated with the idea of organisational frustration is that there is a connection between "sources of frustration in organisations and consequences of frustration on the organisations through the individual's reactions." Spector (1997) suggests four reactions to employee frustration which (a) an emotional response of anger and increased physiological arousal, (b) aggression (c) withdrawal and (d) taking alternative actions to achieve a goal such as raising money from sources other than one's emolument. No wonder police personnel in Nigeria are often alleged of extortion at almost all levels of their contacts with members of the public.

Lazar et al. (2015) describe the first three as maladaptive which often results in counterproductive behaviour such as sabotage, including frequently reported cases of extortion and extrajudicial killing. This is often seen in all forms of maladaptive behaviour among police personnel even against themselves. Police personnel have reportedly opened fire on colleagues at different operations by virtue of interpersonal aggression, abandonment of a goal, and withholding behaviour.

Moreover, in support of Andalib, Darun, and Azizan's, (2013) argument, no human being can avoid emotion, so every worker deals with emotions in their work life as well as in their everyday living. Frustration according to Andalib et al., (2013) can be as a result of diverse conflicts (a state in which two or more motives cannot be satisfied because they interfere with one another) in the work environment categorised into two: process and episode. Process frustration occurs when individual perceives being neglected or denied of an important part of life or well-being such as learning and work (e.g. poor salary and benefits at work), or love. While Episode frustration occurs when temporal interference, problem or condition happens in the work environment (e.g issues with inconsistent superior, irrational and biased behaviour) altering a mood of a happy employee to a mood swing that slowly becomes frustrated in the process (Andalib et al., 2013). For example, a police officer who fails to combat crime successfully against high public expectation, can become frustrated in the face of condemnation. For instance, in United Kingdom, Edwards (1989) observed that most London Metropolitan Police officers held negative attitudes about domestic violence incidents call.

According to the author, many of the officers interviewed showed feelings of frustration about handling domestic violence calls. The supposed it is a social service function rather than proper police work. Similarly, Findlay, Sheehan, Davey, Brodie and Rynne (2000) surveyed on police officer's management of alcohol related incidents, found that majority of the officers sampled considered domestic violence as the most frustrating kind of alcohol- related incident they routinely handle (p. 35). Whereas, in Nigeria most often, the police have to choose to face armed gangsters, arrest them, shoot to mime or to kill and they could be killed in the process. In short, job frustration levels of police personnel may have an influence on their work performance. The present study thus conceptually

defines police work place frustration as the feeling of inadequate or unaccomplished professional desires and the stress that accompany them.

**2.2.4.2 Nigeria Police Organizational Stressors**

The Nigeria Police force has three distinct but related structures: Force Headquarters Command, State Command Headquarters, and the Local Government Domiciled Command Headquarters otherwise known as the Divisional Police Headquarter, at the local government level of federal administration. These structures are so designed to make policing work more productive and responsive. Incidentally, the philosophy of these structures does constitute a form of stressor to the police personnel on the field. While the problem may not be in these sub- structures but they can hardly be absolved of the problem. The command structure which is supposed to be the rallying point in which police personnel should expect to get the best from, has more than often, constituted a stressor to most police (most especially those at the lower cadre). It has been observed that it is not uncommon to see police personnel take more years than may be required on a rank. Nothing could be more stressful for the police personnel that suffers such a frustration in career development.

In the same vein, the administrative structure of the Nigeria Police has equally proved to be a form of stressor to the police personnel. Although, this structure is well departmentalized, the fact still remains that the demands of these departments could constitute stressors to the police if these are not well handled, or better put, if right policies are not well fashioned out. The organization structure, being the last, also induces some stressors for the police. This structure that ranges from the force headquarters, through Abuja to Zonal Headquarters headed by officers of the rank of Assistant Inspector-General of police, State Commands (headed by officers of the rank of the commissioner of police), Police Area Commands to Divisional Police Commands and Police Posts which is the most visible of all the three structures of the Nigeria Police. It is the most active structure and arguably, the most stressful. Among other stressors of this structure are shift work, job overload and equipment.

**Shift Work**

Studies have shown generally that shift work is a major job stressor (Ferri, Guadi, Marcheselli, Balduzzi, Magnani & Lorenzo, 2016; Rosa, Colligan, & Lewis, 1989: Monk, 1988). And in the police, studies have specifically indicated that job shift is a stressor (Cullen, 1989; Davidson & Veno, 1980). From these studies, it has been established that police officers suffer from shift work (Ma, Andrew, Fakedulegn, Gu Hartley, Charles, Violanti & Burchfiel, 2015; Brown & Campbell, 1990). While this could be true of the police in Europe and America, there is no empirical evidence to affirm this viewpoint in the Nigerian Police. Nevertheless, it is obvious that Nigerian Police also do go on shifting. The reason being that the fallout of shift work (most especially, if it has to do with "fertile places") might compensate for the stressor the shift brings.

**Work Overload**

Work overload is described as having too much to do (French & Caplan, 1972). It also indicates being saddles with too much responsibilities of a given task. In American and Australian Police Forces, personnel shortages and long working hours are frequently cited as potential sources of stress (Davidson & Veno, 1980). Similarly, in the British police, Brown and Campbell (1990) report that personnel shortages, time pressures and deadlines for assignments are among other things most frequently mentioned as sources of stress.

In a recent study conducted on Nigerian Police, Aremu (2006a) observes that gender, age length of service, rank marital status and level of education had significant effect on stress level of the sampled police personnel. This has implication not only for job productivity of the people personnel, but also on their psychological well-being. The import of this would tell more on the public in terms of reduced transfer of aggression induced by stress from the police.

**Equipment**

It is an established fact that the quality of tools one works with could be a stressor. One of the logistic problems being faced by the Nigerian police is the standard of equipment police personnel work with. This has always put the police at disadvantage while slugging it out with criminals. This is however not peculiar to Nigeria. Even among

American and Australian police, there are relatively high levels of dissatisfaction with the standard of equipment available to them (Davidson  & Veno, 1978).

## Relationships at work

Interpersonal relationships have been well stressed in the quality policing  in Nigeria (e.g., Aremu, 2006a; Aremu & lawal, 2009). Evidence therefore, abounds that police officer experience lack of support and poor communication (Roger, Dunham  &  Alpert, 2015). Arising from a study on the effectiveness of interpersonal relationships in which police participants were found to be more effective after their exposure to interpersonal skills, Aremu and Lawal (2009) submit that officers and men of the Nigeria police should develop effective interpersonal relationships to enable them relate well with the public. They concluded  that effectiveness of the Police personnel was not dependent only on sophisticated weapons and the number of arrests made, but on the cooperation and support of the public as well. They therefore, call for the inclusion of some psycho-behavioral courses in the curricula of the Nigeria Police Colleges and Academy

## Public criticism

One very fundamental source of stress in the police is the public outcry against alleged unprofessional police behaviour and work. In Nigeria, the police are lowly rated and mostly condemned by the  public. The public criticism  police personnel face in Nigeria is said to be severe and it cuts across all  strata of the society and it is being seen as having grossly affected the psyche of the  average police personnel and might also be seen to  constitute a stressor to  police personnel and policing. Brown (2015) confirms this as a possible cause of stress in the police profession even in so called developed countries such as America where he claims that distorted press accounts have seriously affected police perceptions about the public. Although in Nigeria, the press which is often seen as  the fourth estate of the realm has been observed as  being strongly  critical of the Nigeria Police Force. It is difficult to ascertain if  most of what is written by the press are not mere distortions about the Nigeria police. Aside the negative press, the fundamental truth is that an average Nigerian is not comfortable with the Nigeria police personnel. Nwolise (2004) is of the opinion that profoundly held hatred of the police is as a result of long standing public view of the police force as an apparatus of alleged oppression by

State Authorities rather than  being an agent of the law and protection of the populace. He remarks further that the populace does not feel any sense of duty to cooperate with the police. This perceived public hate and disrespectfulness according to the scholar, are thought to  often have  adverse effect on  the attitude and ultimate  performance of police personnel. In addition, public disdain and hatred towards the police are also being thought  as having  relative symptomatic basis of stress in the police profession.

**Symptoms of Police Stress**

Like any other personnel in other work settings, police personnel could react to stress. Their reactions could be noted through certain behavioral symptoms that they exhibit, some of which are discussed below:

**Excessive Anger and Aggression**

In the view of the public it is not  uncommon  to see  police personnel displaying excessive anger while on duty. Law enforcement officers, especially police personnel, have often been seen  expressing  frustration on people, such as drivers at the slightest point of not complying with traffic rules and regulations or a simple command. And just as often,  such alleged unprofessional  conducts have resulted in extrajudicial killings. The psychological impact of this on the police has attracted  research in the United Kingdom and America (Ellison, 2004; Naik, 2013). This is more often common among the lower ranked police personnel. Naik (2013) corroborates that police functioning stressors decreasingly affect senior officers and  the interference from this is said to be excessive anger, one of the symptoms of stress among the police officers. This disposition is widely thought to be  more associated with junior cadre police officers who are also in most cases less educated (Purba and Demou, 2019). The implication of this is generally on the police corporate image which is a huge factor in the trust and confidence that the public may have in the organization. In Nigeria, public trust is seen as underlying public cynicism about the police force as a whole. And this is why some scholars believe that the public holds the Nigeria police in hate and disdain, Akinlabi (2008).

## Difficulty in Communication

Under the burden of very serious and multi – dimensional  stress, police personnel may find it difficult to communicate verbally and non-verbally and in a respectful manner with members of the public. And similar to this could  be seen in a football match during which communication between the coaching crew and active players on the pitch become mostly by non-verbal modes. In such a situation, coaches would usually communicate their instructions to players in signs and other non-verbal patterns using and giving players hand signs and signals in attempts to effect tactical changes in their plans and playing patterns. Other than their verbal communication and their skills, police personnel generally ought to be properly skilled in non-verbal communication. Effective policing actually requires non-verbal communication skills across different operations theatres (e.g.; head nodding, eye contact, hand signs, effective gun handling, etc.).  When under stress, the police personnel in Nigeria have been observed to hardly display any of these skills to express their feelings to and towards  members of the  public. At the  checkpoint operations, one of the major contact points between most members of the public and police personnel, communication between police personnel and members of the public is said to be always  poorly initiated and badly managed mostly by police officers who usually man the checkpoints.

## Dangerous Wielding of Guns

The touting of guns  as often alleged  by the public or  firing of weapons by the police personnel  should be as a last option and in a life threatening situation where law/order has broken down. But the use of guns in the Nigeria Police Force is said to be outside their rules of engagement. In the same vein, Nigeria police officers are allegedly fond of displaying their fire arms without professional candor. But the use of fire arms is said to be strictly in accordance with police rules of engagement as contained in Force Order 237. It is widely alleged that police personnel in Nigeria  commonly use the guns to intimidate members of the public into submissiveness for easy control and to enable maintenance of public law and  order. The police leadership however, would always insist it was necessary for crime control, especially  in terms of both prevention and detection of crime. Oftentimes, this is seen by watchers of policing in Nigeria to hardly be in the knowledge and understanding of most critics of the Nigeria Police Force. Crime

rate is observed and rated or evaluated in this regards on the basis of a country's profile of law and order. However, when police officers are said to become frustrated in the course of their duties there seems to be break down of communication with members of the public. Consequently, in the rage of such aggression, these officers simply become extremely unfriendly and without due explanations and justification it becomes a perception that police personnel are ruthless and brutal towards the public. Of course, there have been incidents of accidental discharge by the Nigerian personnel over the years and the notoriety has reportedly continued.

**Failure to Show Courtesies or Return Compliments towards the Public**

Many times in Nigeria, it is often alleged that staffers of the police force are found not to offer or exchange courtesies with members of the public. These 'uncivil' conducts on both side of the divide between police personnel and members of the public, more often than not, build or inject more 'hostility' into police and public relationship in Nigeria. However, personnel of the Police force are being called upon to be less reactive and militaristic towards the members of the public, (Liebelich & Shinar, 2018). However, in recent time, the police force is increasingly becoming aware of these problems by trying to promote police and community relations and even collaborations at different levels of contact, (Skolnick & Bayley, 1986; Goldstein, 1990). Other symptoms of police stress are difficulty of remembering or recalling instructions as may be contained in operation order/directives, personnel difficulty in maintaining a psychological balance between practical experience of work and the discipline that is required in dealing with different members of the public some of whom are reportedly difficult to micro - manage while on duty or at work; difficulty in instant decision making with a task at hand confusion and inability to let go bottled reactions from ever present workplace frustrations and stress, as well as spill over - stress that could be present even when off duty.

### 2.2.5 Cynicism

Graves (1996) defines "cynicism as attitude of scornful misgiving of human nature and motive." Our attitude towards cynicism could be that of ambivalence which, on the one hand, we condemn as a character failing and a trend that is undermining exemplary social life. On the other hand, we are often impressed by the apparent realism and

honesty of the cynic: an evaluative judgement of an employee that grows out of his/ her employment experiences (Vice, 2011). Derya and Ceren (2017) have asserted that cynicism is an individual innate and determined attribute that reflects overall perceptions about human being. Cynics, when they think about their organisation, may feel embarrassment, hatred or dishonour, they have doubt on fulfilment of their careers within the organisation. While organisational cynicism refers to a negative attitude held by an employee of his organisation containing a belief that his/ her organisation lacks integrity and could result in negative affect, derogatory and critical behaviour against the organisation which are consistent with his/ her beliefs and affect, it is seen as a possible way of avoiding burnout, being that cynicism is in most times or in most cases linked to burnout. Conversely, Gorkin's (2014) work believes that cynicism is one of the stages in the development of burnout. It is just a component from the four fundamental features of burnout as identified by Gorkin (2014), which are: (i) physical, mental and emotional exhaustion (ii) shame and doubt (iii) callousness and cynicism, and (iv) failure, helplessness and crisis. According to Ikechukwu-Ifudui and Myers (2018), cynicism affects employees' engagement and psychological well-being in which lack of trust is identified as a leading cause. Some of the earlier scholarly works on cynicism at work are from the area of police administration and management (Regoli, Crank, and Rivera, 1990).

The police's job unavoidably, has been described as a profession that gives rise to cynicism; and so, possibly it is an evolutionary career attribute, the cynics are known to survive and the idealists do not. Police cynicism is defined as officers' attitude as described by three elements which comprise; the feelings of hatred, envy and distrust, and the inability of officers to openly express these feelings to individuals and organisational authority structure which produces anger, while nurturing persistent experience of anger originating from the persistent feeling of helplessness and continuous adversity (Lobnikar and Pagon 2014). Cynicism is also defined as contempt and distrust towards the employing (police) organisation. According to Regoli, Crank and Rivera (1990), cynicism comprises four dimensions which are: (i) cynicism towards the (police) leadership (ii) cynicism toward norms and laws governing the behaviour of officers or staff during work, (iii) cynicism towards the legal system which controls or restrictions

on police activities, and (iv) cynicism concerning public respect for officers. Since police officers may be cynical in approximately or nearly all areas or aspects of police work, with suitable management and training styles or methods, they might discover ways to crop and use personnel cynicism to improve extensive range of police activities (Caplan, 2003: pp 311-312). Because cynicism is attitude and attitude involves affective, cognitive and behavioural components which change as a result of experience that informs the reasons for the "understandable" development of cynicism (McGuire, Lindzey and Aronson, 1985). Hence, the present study conceptualises police cynicism as an attitude intrinsically expressed by police personnel in response to observed or perceived organizational leadership anomalies. The study proposes that such cynicism is more often directed towards the police organisation and its leadership, but carried over or transferred against suspects or members of the public as measured in this study.

### 2.2.5.1 Antecedents of Organizational Cynicism

Until this point in time, specialists have analyzed a set of forerunners of organizational cynicism. For instance, only insignificant research is said to have been done on situational factors that are said to be within the immediate control of the executives. In most prominent studies like (James, 2005) cynicism is recognized at industry-level and business-ecological elements, for example, cutbacks and work power decrease, organizational executive, and high official pay as essential drivers of organizational cynicism. Moreover, the effect of character attributes on organizational cynicism has gotten only little consideration.

### 2.2.5.1.1 Organizational characteristics

Few attributes explicit to the association have been explored in past investigations on cynicism. One of such applied investigations (Andersson, 1996) and one known observational examination (Johnson and O'Leary-Kelly, 2003) have analyzed mental contract infringement. A few other organizational and work qualities studies have been connected hypothetically, yet need experimental testing. For instance, Andersson (1996) recommended that organizational attributes, for example, restricted voice, impolite relational treatment, administrative inadequacy, and the utilization of certain

administration strategies, by implication are thought to influence organizational cynicism. It was additionally recommended that activity and job attributes, for example, role ambiguity, job strife, and work over-burden, overload, affected cynicism are sources of metal contract infringement. Notwithstanding, it is essential to note that, as indicated by Anderson's model, contract infringement interceded the impacts of both organizational and work attributes.

### 2.2.5.1.2 Personality characteristics

While some studies centred on cynicism of traits, very small amount of consideration has been given to personality variables. Reichers et al. (1997) observed negative affectivity as opposed to most studies, and Wilkerson et al. (2003) assessed the need for achievement as an antecedent of cynicism. Also, some other research control for personality and other individual differences variations (i.e., Johnson & O'Leary-Kelly, 2003; Zhang, Sun, Zheng, and Liu, 2019). In addition to Andersson's (1996) conceptualization, personality characteristics were regarded to be moderator variables of cynicism. Besides, in Andersson (1996), there were no known experimental studies that explored the effect of moderator variables on causality, and none took into account the possible role of moderators in cynicism-organizational relationship implications.

### 2.2.5.2.3 Outcomes of Organizational Cynicism

Various cynicism studies and results have been contemplated, and the result that has received the most consideration is organizational citizenship (Yılmaz & Şencan, 2018). Results relating to the connection among cynicism and citizenship conduct have been conflicting, in that a few examinations have discovered negative connections, and others have discovered that cynicism had no huge impact on organizational citizenship practices. Different results that have been examined are work fulfillment, non-attendance, work duty (James, 2005), estrangement (James, 2000), emotional fatigue, and in-job execution (Peddie, 2007). Moreover, regardless of the negative perspective on organizational cynicism in associations, inquiry about it has set up that cynicism likewise can possibly be helpful. For instance, James (2005) reported the instance of a negative

connection among cynicism and the plan to conform to unscrupulous solicitations made by managers.

**2.2.6.2 Duties and Powers of the Nigeria Police Force**

The basic operational capacity of the Nigeria Police Force is to maintain public compliance towards existing legislations and to comply with the statutes of social request (Alemika and Chukwuma, 2003). The Nigeria police carry out regular police work and are mainly responsible for law and order which largely determines the internal security of a country. When law and order is maintained, the task of law enforcement becomes more easily accomplished. Some of the law enforcement Agencies in Nigeria may include such agencies as Immigration, Customs, Drug Law Enforcement Agency (NDLEA), Civil Defense, Nigeria Correctional Authority, etc. Most State governments in Nigeria have recently created additional State-based law enforcement agencies localised in functions and operations to their respective states. The Nigeria Police Force, by the constitution, also carries out such military duties within or outside Nigeria, as may be directed by the Commander in-Chief of the Armed Forces of the Federal Republic,(World Police Encyclopedia, 2004). In the view of many scholars, the police force is a State (country) organization set up or formed to support the requests and demands of State (Country) Authorities. In spite of these facts, the primary capacity of a police force has been to secure the lives and property as well as prosperity of the general public (Alemika and Chukwuma, 2003).

The Laws of the Federation of Nigeria (1990) on Police Act and Regulations CAP 359 in paragraph(4) state that the police will be in place for the aversion or prevention of wrongdoing or crimes, for the maintenance of law and order, for the protection of lives and property of the citizens, and for the proper implementation of all the things considered as well as the guidelines by which they are legitimately charged and will carry out such actions. The police are one of the foundations set up by the Federal Government for the security of rights, authorization of laws and guidelines in the nation. As far back as it was set up, the police has been doing its obligations as far as they could possibly do in spite of the overwhelming difficulties, so to speak, that often stand up to them in their day to day routines,(World Police Encyclopedia, 2004).

Police work requires a number of undertakings and duties that often expose officers to life and death situations. Yet officers are required to protect lives and property of the citizens and members of the public, prevent crime or detect crime when it has occurred, investigate and prosecute criminal suspects in court, arrest escaping offenders, amongst others, to enforce all approved legislations, to preserve peace and open request and to provide people with a wide range of jurisdictions (Alemika & Chukwuma, 2003).Such administrations incorporate watching the interstates and intra-states traffic management, and have essential duty regarding the implementation of all state laws. The administration additionally incorporates criminal distinguishing proof, police preparing projects and keeping of records and measurements (Tischler, 2002). As indicated by Alemika and Chukwuma (2004) a principal component of open justice is that all individuals can reach and utilize justice segment foundation without dread or predisposition or debasement with respect to justice framework authorities. In any case, in the year 2001, 95 percent of Nigerians held the view that a few individuals from the Nigeria police are associated with debasement. Out of this figure, 66 percent considered all to be faculty as engaged with defilement, 58 percent communicated no trust at all for the police.

Fundamentally, the point and essence of government is to ensure and protect lives and property of the natives through its law and order organizations which include: the police, the military, common safeguard, street well-being, and so on. The job of the Nigeria police in the security of lives and property of the natives or citizens is crucial, especially in the fair time when the residents save colossal capacity to decide the pertinence and coherence of any legislature in power. Police is an unmistakable government operator through which its character and political frameworks are evaluated, (Adesoji, Jide and Ifedayo, 2013). Along these lines, the strategies and structure that built up police power require consistent re-appearance because of the dynamic nature of human culture. As an apparatus of keeping up lawfulness, operational structure required in making the exercises of police power satisfactory for the twenty first century wrongdoing anticipation, identification and indictment cannot be overscored. To a huge degree, the presentation of the police power depends firmly on the technique and structure of the association and the mission, political landscape and the monetary character of the general

public, thus, the methodology of police power in Nigeria cannot work in disengagement of the way of life and personality of the country, (Adesoji et al., 2013)

**2.2.6.3 The Nigeria Police and the Public**

There seems to be a long-held view that the Nigerian public and their police force may not be the best of friends. And studies have consistently, and currently maintained this claim (Aremu & Lawal, 2009; Nwolise, 2004). The Nigeria police force perhaps being aware of this fact, has a Public Relations Department which sub-exists in all State Commands headquarters including the Federal Capital Territory, Abuja which are said to be headed by officers of not less than the rank of Superintendent of Police, (SP). The Force Public Relations department is usually headed by a Commissioner of Police as it currently does at the force headquarters. Currently in Nigeria, the public is said to strongly hold the view that the police is bad and not trustworthy, both collectively and individually. On the other hand, the police personnel, both collectively and individually, are said to believe that the public or members of the public are unworthy of their trust. It is a widely held view among police officers that members of the public in Nigeria can provide a hide out for a criminal suspect rather than turn him in for arrest and prosecution. With these long held and strong positions by both sides of the debate, there seems to be no smooth road ahead for successful people-oriented or people-focused policing in Nigeria. There has always been a picture of public frustration with how police personnel carry out policing in Nigeria in terms of how police officers allegedly treated members of the public at all points of contacts between members of both groups or communities. Ideally, the expectation has been that police personnel are a servant group to the public and this is the fact all over the world. But the police would insist that their work will surely be easier only with the cooperation of the public. As a matter of facts, without the cooperation of the public, the task of policing any society remains an uphill responsibility that would continue to be difficult if not impossible. It looks like it may continue to be a condition of buck-passing that would help neither the police force nor the public. Despite the Nigeria Police alleged or speculated pro-activeness through its public relation units, the public body language may continue to be that of disenchantment towards the police force and that is said to still be highly potent.

Aremu (2002) observes that there is no good relationship between the public and the police in Nigeria. Similarly, Alemika and Chukwuma (2000) posit that the police-citizens relationship in Nigeria is portrayed by deep mistrust and violence. This sounds more true if one takes recent violent attacks and alleged killings of police personnel in recent #EndSars' youths violent demonstrations allegedly engendered against police brutality. In this work, alleged police brutality would seem to have a link with trends of extrajudicial killing in Nigeria, (Akinlabi, 2013). Also, Tamuno (1970) links this alleged long-standing public/police inter-contemptuous relationship to the seed of resentment sown as far back as the British colonial rule and domination in Nigeria. It is on records that the British indirect rule policy was widely said to be successful in parts, through the alleged use of Native Police Authority that was said to have been used to 'intimidate, harass and even brutalise those who opposed the British colonialism in Nigeria. Still on the cause or causes of police-public disenchantment, Adebayo (2005) states that the intrusion of the military into the Nigerian political space, which like the British colonialists, used the police to silence their civilian (public) opposition. Of course, this also is being seen or considered to have contributed to the current intense public criticism and antagonism towards the Nigeria Police Force. Perhaps more concisely, Alemika and Chukwuma (2002) and Adebayo (2005) argue that the colonial history of the Nigeria Police Force, in which the force might have been perceived as an instrument of repression and coercion, may have given rise or may have largely added to the age-long hatred and stigmatization by the public. Ehindero (1986) similarly maintains that there may be a strong need for the police to cooperate with the public. He believes that the professional police force knows that its success depends a lot on its acceptability and the support of the public. Ehindero (1986) then points out the following as a source of tension between the police and the public in Nigeria. Accordingly, there are arrest procedures widely said to have often been abused by police personnel, the exercise of the discretion to prosecute at courts, the enforcement of unpopular laws, poor handling of students' demonstrations, massive allegations of corruption against the police force by the public. In fact, the Nigeria police force was said to be held, at a time, as the most corrupt government institution in the country..

Consequent upon this line of present narratives, Aremu (2006b) has insisted that the Nigeria police reputation has never been as controversial as it has recently become. He then asserts that the Nigeria Police Force has an identity crisis with the public. Reporting on the same issue, Gallagher, Maguire, Matrosfki, and Reisig (2001) have jointly suggested that the police reputation in the public is really complicated. They (Callagher, et. al, 2001) classify this into three: the actual picture, the view of results, and the perception of police procedures. Aremu (2006c) conducts the first two (overall appearance and interpretation of police outcomes) as police interpersonal relationships, and argues that it is best described by the users of police services, the public that would best describe them. Recent research (e.g., Mastrofski, 2001; Bayley, 1996; Carter, 1996; Stephens, 1996) shows that the best way to measure any recent level of success is through the instrumentality of public trust and rating of the police. Perhaps to say the least is very low in Nigeria, where the public sees the police as "enemies" in uniform.

Bayley (1996) is about the view that the police are "just as good as the public believes they are, and that public opinion is the best measure of police performance" (p. 42). The fundamental argument in the foregoing conversation is that the Nigerian police has almost zero positive interpersonal interactions with the public. Aremu (2006b) after x-raying a few activities of the Nigeria Police occasioned or profiled by history of poor interpersonal relationships with the public submitted that the broken relationship can affect or influence public attitude toward the Nigeria police force and policing in Nigeria. Aremu (1998a), on police-public poor mutual relationships, has raised some pertinent rhetorical questions.

Why is a typical police officer almost always hostile? Why is it often impossible to come across a cheerful and courteous police officer at her/his duty post? And why is it that the public always look with disdain on anyone in the police uniform (p. 19).

The presumption from Aremu's (1998a) rhetorical questions is that Nigerian Police may not have been trained in some psychological skills that could help in creating, building or maintaining with rich contributions to interpersonal or mutual relationships with members of the public. In what looks like a reaction to this, Rauch (1992), duelling on the South African Police Force, states that there can be no police training that would

address all potential outcomes and the appropriate responses. Likewise, Aremu (2006c) believes that police recruits and cadets must be pragmatically prepared to confront opposing difficulties in the work and while on the job. This becomes appropriate in terms of the multi-dynamic nature of potential future roles in society which is not stable and that requires a great deal from them. It is therefore, suggested that the Nigeria police should revisit its current recruitment requirements and training curriculum which are being seen by this researcher as having become obsolete and of course antithetical to public expectations and their field experience. While it may be important for prospective police recruits to meet recruitment requirement standards such as 5 feet, six inches and 5 feet, for male and female respectively; letter of introduction and attestation from local government chairmen and traditional rulers; birth certificates and medical fitness report; it is imperative to subject prospective police recruits and police cadets to advance psychological tests such as Police Ethical Behaviour Scale (PEBS), Police Stress Scale (PSC), Police Trainees Career Aspiration Scale (PTCAS), Police Perceived Organisation Commitment Scale (PPOCS). These psychological tests could be of great helpfulness to the leadership and management cadre of the Nigeria Police Force in order that it may be used to determine and appropriately grade police trainees in both attitudinal and behavioural dispositions, with a view to training and retraining them as may be adequate for most desired standard. These tests would help a great deal in stemming the increasing tide of frequent police-public faceoff in Nigeria. This becomes imperative in the face of the assertion by Brodgen, Jefferson and Walklate (1988) that this has nothing to do with ensuring that some police officers who have weak interpersonal relationships when dealing with the public could easily be fetched for such a training scheme. And this routine be made into a circle through the advance expertise of psychologists.

## 2.3    Challenges of Policing

### 2.3. 1   Burnout and Policing

Burnout is identified with employees that are in helpful professions, such as the Police Force, Nursing, the Nigeria Prisons Authority which is now the Reformation Centre, etc. Those whose jobs or professions are much more demanding, in terms of magnitude or amount and frequency of calls for service, especially from the public. Burnout syndrome

is credited to Freudenberger (1974). Burnout in employees could lead to indecisiveness, disappointments, frustration and self-establishment or creating of defence mechanism or strategies. Maslach, Schaufeli and Leiter (2001) note that burnout could dehumanize an employee. From the above viewpoints in literature, stress is said to be a major determinant of burnout in the personnel of an organization. Generally, understanding burnout as a concept is often predicated on:

- Wear-out or exhaustion;
- Loss of positive or desirable creativity;
- Loss of commitment;
- Estrangement from co-workers and the agency or organization;
- Response to chronic stress; and
- Syndrome of inappropriate behaviour.

Taking a cue from the above, Kalimo and Mejman (1987) have defined burnout as a response to chronic emotional stress which could lead to: physical exhaustion, low productivity and over-depersonalisation, (Maslach and Leiter, 2016). Burnout in the Nigeria Police Force could therefore be counter-productive in terms of the set organizational goals and established corporate interest of the force. Police personnel experiencing job burnout may not be the case as to ensure working emotional intelligence.

In a recent study on graduate police officers in the Nigeria Police Force, Aremu and Odedokun (2013)have reported a great percentage of burnout. Among other factors, Aremu and Odedokun(2013) have identified the following as contributing to job burnout among graduate police officers. These are, life satisfaction, depersonalization and emotional dissonance, conscientiousness, extraversion and neuroticism. The import of these on the elite class of the Nigeria Police speaks volume of their emotional state. But the cause or source of the reported burnout was not included. It is also instructive that if the elite class (graduate police officers) of the Nigeria Police Force could be so affected, then it may even be more and even at damaging levels among members of the rank and file who are often seen as less motivated and who are reported to experience more job burnout both in and outside literature. For instance, in this study, education as a

peripheral variable was tested against attitude towards extrajudicial killing among graduate officers and their graduate junior or non-commissioned colleagues, the result as discussed on chapter 4 and the concluding chapter 5 was found to be amazing because attitude of graduate police officers was surprisingly more positive towards extrajudicial killing than it was reported among their non-graduate counterparts that participated in the study. However, burnout was not isolated in this study as a possible significant determinant of the observed rise in positive attitude towards extrajudicial killing among graduate police officers in Nigeria.

Police behaviour as evident in literature is essentially behavioural and also meant to be correctional. It is then suggestive that practitioners should develop appropriate behaviour. Developing appropriate behaviour calls for emotional education. As done in other climes, police personnel should exercise policing functions professionally. This will ensure global best practices in policing. The organization pulse of the Nigeria Police is low because of the obvious gap between personnel issues and productivity in terms of the policing standard as perceived by the public. On his part, Goleman (1998) submits that an emotionally intelligent organization needs to come to terms with any disparity between the values it proclaims and those it consciously or unconsciously displays or shows to the public. If the Nigeria Police would want the public to believe and accept their slogan of "Police is your friend" the organization leadership and its personnel "must" truly demonstrate same in all what their personnel do and desist from alleged extortion, torture and other forms of alleged police brutality and of cause extrajudicial killing of suspects.

### 2.3.2  Nigeria Police and Contemporary Challenges

Nigeria Police Force in its history is seen by many as being faced with growing challenges in all spheres of its existence and functions. The force which has been under the leadership of its indigenous police chiefs beginning with Louis O. Edet, Kam Salem, M.D. Yusuf, Adamu Suleman, Sunday Adewusi, EtimIyang, M. A. Gambo, A. I. Atta, Ibrahim Coomasie, Musliu A. K. Smith, Tafa A. Balogun, Sunday G. Ehindero, Mike Okiro, OgbonayaOnovo, Hafiz Ringim, Mohammed Diko Abubakar, Arase and currently Mohammed Adamu, the list would seem to continue, but the challenges may continue to mount on all fronts including the struggle with perceived or real bad image,

integrity, low ethical standards, poor training said to be due to poor funding, governmental policies inconsistency political interference, thus resulting in the creation of multiple parallel security and para-policing organizations with overlapping functions and observable high similarity in operational briefs. The growing security threats and perhaps the seeming break down of law and order, which have both assumed what this researcher would term as homicidal dimensions, are seen as strongly underscoring parts of the contemporary challenges that the Nigeria Police Force could be said to be confronted with in today's policing.

In Nigeria, it is equally a widely held view that perhaps only a few occupations and professions can be said to be under such public scrutiny as the Nigeria Police Force does. This perhaps accounts for the importance Nigerian citizenry attaches to law and order, security and their safety because of the deep-seated negative perception that members of the public have about the Nigeria police as an institution and its personnel. Right from the colonial period till this day in Nigeria, members of the public still associate the police force and its personnel with most of the oppressions by the colonial authorities that reportedly entrenched the hash colonialism known in the history of Nigeria. And this is said to largely cause the Nigeria Police Force and its personnel to remain unpopular in the eye of the public till this day. This public disposition towards the police profession was given additional meaning among parents and families who would not allow the best of their children to enlist into the Nigeria Police Force. For instance, parents and families known to be middle or upper class, on the socio economic ladder of the society, were said to mostly counsel their children and wards to study medicine or law at the universities and reluctantly pushed to enlist in the force those in whom academic future was not easily discovered. Generally, the Nigeria police was ascribed very low rating in the Nigerian social clime such that it became almost a conclusion especially among well-to-do families that the Nigeria Police Force belonged to the dregs and not-too-good members of families and so the society. Such public perception was previously seen as having robbed off on the military too. Also, the general public opprobrium then and perhaps till now is that the Nigeria police was home to recalcitrant and vagabonds alone. Corroborating this, Osayande (2008) remarks that the Nigeria Police, right from inception, was built on a wrong perceptual foundation.

According to the  former Chairman Police Service Commission and a former DIG (rtd.) the Nigeria Police  Force of the Local and Regional Governments transferred  over to the federal government as one police force, was  probably done in a haste and may be in bad political faith by the colonial British government. Furthermore, Ayeni (2005) argues that few professions are comparable to law enforcement and policing which is why any correlations would seem difficult to make with any other occupation. Ayeni (2005) also catalogue what he terms the police  public perceptions as follows:

- Members of the public expect police personnel to be courageous, but not reckless;
- They expect police to be enthusiastic about  their job without becoming emotional in doing so;
- They expect the  police personnel to be aggressive and strong, but not bullies to the public;
- They expect police personnel to handle violent criminal behaviour with finesse and restraints;
- They expect police personnel  to make micro-second life-and-death judgment and decisions that would take  judges and the  juries to vote or decide in weeks if not months;
- The public expects police personnel to maintain their youthful agility while sitting in police cars during alternating 8-12 hour shifts, drinking gallons of coffee  and any other substance to stay awake and alert  on their duty posts and
- The Nigeria police  personnel are always  expected to display "Solomon's Wisdom" with no motivation or on poor salary-level, but with sainthood morality;

Good as these expectations may seem, they may be realistic only in few  developed countries such as the UK, America and Europe. But in Nigeria such expectations may become realizable only when they become desirable and purposefully driven in the policy hard drives or policy chips of the state. This researcher is only afraid that the public may wait a little more for such an utopia police force.  This means, as it is in other climes, the public in Nigeria expects so much from the police but is only prepared to love and cooperate in return only so little. However, issues of organizational and professional integrity which drives  and sustains public trust and  determines police acceptability is weighing down on the Nigeria  Police Force. Social psychology may someday become

inclusive of police force as a specialized area of study to enable more literature grow about policing and the Nigeria Police Force with a long stretch of history full of eventful trajectories suitable for advance studies.

As earlier stated and without doubts, the Nigeria Police either as a force or a service, is obviously at the moment confronted with myriads of challenges, in their day to day field experiences. But the efforts here in this study are to see how the phenomenon of extrajudicial killing by police personal could understood and be made preventable for the good of the citizenry. As expected, some of these challenges are not only systemic but also they can be said to have been transferred onto the police by the societal organization finds itself. This makes the Nigeria Police to be so engrossed that it is now being thought that its effectiveness and efficiency might have been hampered.

### 2.3.4    Challenge of Image and Integrity

The totality of the challenges said to be confronting the Nigeria Police Force is that of image and integrity. From the beginning, the Nigeria Police has been battling with legitimacy and acceptability in the public. Being a creation of the British colonial authorities, the Nigeria Police Force as it were started with huge public suspicion and cynicism. Several factors are said to have contributed and chief among them is suspected to be the foundation structure of the police force. Unarguably, the Nigeria Police was not established in the principles of Robert Peel whose idea of police is, among other things, prevention of crime and disorder, approval of the public to be effective, seeking cooperation of members of the public, minimal use of physical force, demonstration of absolute impartiality in the face of the law and absence of crime and disorder as a true test of police efficiency. The Peel principles also canvases that every police man should be given a number for accountability of his/her action.

It can be said unequivocally that the British Colonial Authorities in Nigeria must have established the Nigeria police only with a view to propagating its economic and political domination as well as exploitation. Many scholars are in harmony that the colonial policy was truly to enable its administration recruit from the less privileged class of the society into the Nigeria police and perhaps into the Nigerian Army too which must have informed their recruitment policy for heights and huge physical appearance. Such tall

and huge bodied individuals who were said to be low on academic attributes, were reportedly enlisted to be feared and to drive this fear across the native populace for them to give way to colonial exploration and resource exploitation for export to Britain. In the colonial administration's bid to entrench its type and system of government in order to project its economic and industrial interests, the police force was so crafted, designed and used to coerce the people against their wish to cooperate with the colonial Authority. Hence, the Nigeria Police Force, right from the colonial days was said to become a symbol of colonial oppression in Nigeria.

It was this culture of impunity that the independent Nigeria Police Force is said to have inherited from the colonial lords at Independence on October 1st, 1960. Right from the colonial period, the Nigeria Police Force may not have recognized the fluidity and the dynamics of the new socio-cultural milieu in which it operates. Close observers and public commentators have concluded that the Nigeria Police may have been all along carrying on their shoulders a "hang-over syndrome" and since then, Obviously, this syndrome may not have changed. The general belief among researchers and scholars of modern policing studies is that the Nigeria Police Force, as we have today, carries huge colonial relics of oppression and domination which may be the desire of every government and perhaps the ruling class of elites.

This should be recognized as the offshoot of image and public perception of the Nigeria Police Force. Integrity too, like its image, has been probably difficult to rebuild over the years today, with #EndSars' violent demonstrations of November, 2020, the problem would seem to only grow worse. Ethical issues are also paramount and seemingly insurmountable in each and every police administration in Nigeria. Extrajudicial killing by police has seemingly remained a hydra-headed phenomenon to this day. According to Middleton-Hope (2007), the ethical behaviour of the police organisation and its personnel does not begin with the creation of an ethics program for streets or field officers. He is pleased to insist that it begins with the commitment of the Chief of Police to make sure that an ethical climate is instituted within the organisation. Writing on the ethical climate of the police, International Association of Chiefs of Police (2002) lists the following:

- choosing people of good character to lead;

- setting an example of ethical behaviour at all times and levels of contacts thus preventing even the appearance of questionable actions or words;
- developing clear guidelines for ethical behaviour and supporting norms;
- building support for moral principles in all members;
- Keeping rivalry and intragroup  pressure within functional limits;
- using rewards for ethical behaviour and punishments for unethical behaviour; and
- neutralizing forces in the workplace and working environment of the organization that could undermine the development and sustenance of the  culture of  ethical behaviour.

An American police officer on oath, swears on his/her individual  honour never to betray his/her badge, integrity, character and  public trust, and to always be held accountable for his/her actions. Nothing could be more assuring for integrity-driven policing. If this could be transplanted across to the Nigerian meliu, society and the Nigeria public, as well as the police force  and even the police personnel should be better for it.

According to US Department of Justice (2001), police should ensure the following to promote integrity in police departments:

- Must recognize and respect the value and dignity of everybody;
- Should show courtesy at all levels of  public contacts; and
- At all times, police officers should exercise  self-control.

This is what Aremu (2009) and Aremu, Pakes and Johnston (2009) have insisted and advocated by emphasizing the need for emotional education in the Nigeria Police Force. This researcher is also in agreement that the place or role of emotional education in modern policing cannot be overemphasized. The 21$^{st}$ century police should not rely only on arms but should equally  rely on salient psychological skills like empathy, problem-solving, assertiveness, emotional dissonance, optimism and social-related skills. Giving the benefit of emotional education in the workplace as enunciated in literature, the ability of individuals to make effective use of it has the capacity to provide an organisation with a major competitive advantage which would be excellent for the Nigeria Police Force.

One fundamental challenge widely said to impede police efficiency and productivity, and which  can be said to be on the lips  of  majority of  members of the public, as well as

scholars and researchers is corruption. Among those who parade or canvass this opinion, there is almost equal halves between those who believe corruption is ahead or extrajudicial killing is more ahead of corruption.. It is one of the most if not the most daunting challenge said to be confronting the Nigeria Police Force.. According to National Institute of Justice (2000), the history of police agency is replete with corruption and it is an occupation that is rife with opportunity for misconduct. In accordance with the basic principles in policing, good policing is a function of police integrity which drives or propels public trust and confidence, the absence of which can only bring the force or the organization more disrepute and dislike. Therefore such will no doubt negate the essence of the establishment.

According to United Nations Publications (2011), improving the transparency and credibility of the Nigeria Police Force is mainly intended to establish, restore or improve public trust, (re)-building the reputation that not only a few see as a prerequisite for effective policing in Nigeria. American-based International Association of Chiefs of Police (IACP) (1998) also suggests that the acts of officers who are inconsistent, incompatible or in conflict with the principles defined by the police agencies or departments negatively affect their image and that of their officers. Integrity is the state of uprightness, soundness, honesty, demonstrated by an individual officer or a team of officers on patrol or on investigation. Same could be seen or said of a formation or the department or the organization itself. In this case, both the leadership and all the sections and units, as well as individual officers, have some contributions to make in the outcome that ultimately becomes public image and name of the police force or department or organization, depending on the country in reference.

In the context of this work, police integrity refers to the demonstration of these qualities previously mentioned while on or off duties. It is the premium of the best of work personality, attitude and behavior displayed to members of the public at all levels of contacts or interactions..Flitcher (2004) in the same vein has noted that integrity in policing was a function of pre-employment –personality appraisal. Accordingly, there are predictors of subsequent integrity-related problems in the police force. Some of the pre-employment characteristics reported are: cynicism, suspicion, distrust, unusual thinking, impulsivity and anti-social behaviour. He submitted further that police officers with

integrity problem are more likely to be aggressive, unnecessarily argumentative and antagonistic. People in this category are usually observed or noted to act on impulse rather than reason. That is to say that such people are said or known to act before they think. While giving further strength to his findings, Flitcher (2004) argues that high integrity police officers treat others well because they are logical, fact-based, truth-bound, reasonable and able to use good judgment to resolve issues in trial and in true -life situations. In summary police integrity can be said to be tied to personality of its individual personnel. This also can be said to have recruitment policy implications for enlistment and career progression in the police department, force or Agency. Police authorities in Nigeria should reappraise its current recruitment policy with a much clearer philosophical direction, as did the colonial administrators, with a view to making policing meets the contemporary needs of the ever evolving society.

It is time the Nigeria Police Force placed a premium on the enlistment of young university graduates and their sundry equivalents into the force. This would not only enhance the Nigeria Police public outlook, it would sure engender some level of public confidence in the police profession and subsequently in policing. The 21$^{st}$ century police needs to be more professionally proactive and composed of well-educated people particularly in the rank and file that is seen as having wider and deepest reach with members of the public. This is what is said to operate in most developed countries such as the UK America, Germany, France and Canada. It should also be emphasized that police authorities need to develop integrity culture related policies and programmes in the rank and file of the force. This feat could be achieved for example by exposing its personnel to periodic overseas training courses as was done in the colonial era and even in the early post independent Nigeria. It can be deliberated here that the problems of the Nigeria Police Force were hardly there and observable in the colonial and the early post-colonial era police personnel were yet trained largely outside the country along with their military counterparts. And those training courses whose costs were too high were transferred to the country for continuous staff enhancement. This Researcher may be in absolute support of foreign training for staff development because it is always feared that corruption could creep into such arrangement. Local trainers could always be raised through train the trainers' programmes as the case may be.

This should be a top-bottom approach. The suggested integrity policies and programmes would include  but not restricted to mentoring and modelling and may require the commitment of the top echelon of the organization to be involved and be committed  and ensure quality assurance and control. Policing quality assurance should be total and holistic from recruitment through field operations and across all levels of police- public contacts or interactions.

### 2.3.5   The Mounting Challenges  of  Insecurity and Terrorism

Perhaps more than ever before at no time in the history of Nigeria was  the operational readiness of the Nigeria Police Force ever  as challenged as it is today. The Nigeria Police Force  is now said to be  confronted with explosive trends of  terrorism mostly in the North-Eastern region  of the country. This hydra-headed insurgency in the name of *Boko Haram* is said to have  stretched the Nigeria Police Force to its operational and logistic limits. And in most cases, the *Boko Haram* insurgency has also put a question on the intelligence network and capability of the police in Nigeria.

According to  Abbas, (2011); and Fair, (2009) in other climes, it is being  canvassed that police personnel  by the orientation and sophistication of their training  may be  better than even  the army in counter insurgency or internal operations. But the same cannot be said of the Nigeria Police because they do not have the benefits of sophisticated training and orientation as the police of most developed countries. But some passionate  watchers have observed and argued that the police   being closer to the people and the community might have a more potent intelligence than the military that is not too close with the civil populations.  Fair (2009) claims that a police-led internal operation would be stronger in effects  than army-led internal operations as demonstrated by the history of successful resistant movements across the globe at  diverse theatres. It may be arguable as to the veracity of the claim but since this is not the focus of this study it may not  be plausible to continue in the line of the debate as it may be  outside the scope of the study.

Similarly, Abbas (2011) has also  noted that there is evidence that  shows that successful police led operations based on police intelligence network rather than military forces delivers better counter-terrorism results. It is again corroborated in a logical submission

by Lackey (2006) who argues that the killing of civilians by terrorists is not  war but crime, so that all forms of terrorism are violence and that terrorists should be treated as criminals. He then concluded quite intelligently that if the terrorists are criminals, their enemies are more likely  to be the police. One should not be taken aback by the submission of Lackey because  he is writing and bringing into the conversation  the police in organized societies like Israel where security is first and  serious and is  seen as part of government major concern and citizens' business, and more importantly, where police  personnel can be said to have all it takes or required  to be  the best  that they can. .

Lackey (2006) argues that some of the activities regarded as essential to any counter-terrorism commitment fall within the scope of typical ordinary  police activity, including forensic analysis of terrorist attack sites, gathering intelligence from deserted terrorists' camps, searching all possible terrorists' locations, penetration or all level  infiltrations of terrorist groups by undercover agents, and all forms of human and none- human surveillance of suspected terrorists' sites. He acknowledges that a good police force is the best bet of any state or society. In Nigeria, this may not be truer.

A critical analysis of Lackey's submission of a good police force is thought to have arisen from his experience in Israel. This inferentially calls for in-depth analysis not only of the operations of the Nigeria Police but also of the culture in which it is shaped and operated, and also of the psychology and mental state of the personnel. This would also include personnel motivation both intrinsically and overtly. The Nigeria Police personnel is not only poorly motivated and insufficiently equipped to combat terrorism and other forms of violent crime, they are said to also suffer low credibility and  acceptability in the eyes of the public. And knowing that they are deficient in public trust and public acceptability could negatively and significantly influence  attitude towards extrajudicial killing among police personnel in Nigeria.

As  reported  by Lackey (2006)  and drawing inference from his submissions, police personnel being  closer  to  the  community  should  be  able  to  have  the   working understanding of  locus operandi  of the  terrorists at any particular location. Such can be by carrying out geographical mapping of terrorists' hideouts with a view to penetrating or

infiltrating their organizations in order to know and understand their operational capabilities, using neighbourhood information or intelligence gathering mechanism, and to rely on appropriate and available statistics. It goes almost without saying that where these are available and where the personnel is motivated, fighting terrorism will be expected to be much easier and most effective.

Increasing spate of violence and terrorism in Nigeria has seriously exposed the security challenges and perhaps the weakness of the State's entire security apparatus including the Nigeria Police Force. The Nigeria Police is said to be less capable and less sophisticated in weaponry and logistics than the terrorists and the militia. Police intelligence structure that was hitherto known to tower above that of the criminals, no longer functions and this makes the fight against terrorists difficult to win. The fight against terrorism in Nigeria, especially the *Boko Haram* sect, may take a long while to end due to the observable imbalance in sophistication and capabilities between the Nigeria Police and the terrorists. The fight against ethnic militias in the Niger Delta, Movement for the Emancipation of Niger Delta (MEND) the *All Ijaw* Youth Conference (IYC), the Egbesu Boys of Africa, the Pan-Niger Youth Movement, the Niger Delta People Volunteer Force, the Movement for the Survival of *Ogoni* People. This made the Federal Government of Nigeria to constitute the Joint Military Task Force (JMTF). This operational lapse in the preparedness of the government has largely and negatively too, may have affected the Nigeria police force and probably displaced it from its operational vanguard position of advantage in the national security architecture to the background. Besides, personnel of the Nigeria Police are now said to be seen as part of the primary targets to the Boko Haram sect.

Although such attacks are no longer only coordinated and directed at the police alone but other security agencies including the military are all substantially affected. And the casuality figures on the police and the military in the fight against terrorism in the Northeast and Northwest is said to be staggering but rumored as being kept from the open. Good as the military and police operations may be in combating the home grown terrorism and other hydra-headed crimes in Nigeria, this option should not be a substitute for a well-motivated and well trained police personnel in counter-terrorism. Abbas (2011) notes that military operations can substitute for police action *only* in certain

circumstances. He contends that where this exists, it could create a new set of issues, ranging from high civilian casualties to massive  human rights violations which has also been observed as   a precursor to extra judicial killing in Nigeria. The reason is that military personnel by training and orientation cannot stop violence in places inhabited mostly by civilians. But to say the least,  it is in such areas that pro – terrorism and terrorists  mostly prefer to occupy perhaps to discourage military and police operations isolating and targeting them.

 There should be a serious enlistment of young  and educated men and women into the force. The present total strength of police personnel is said to be  (365,000) with estimated  population of close  to 200 million gives a ratio of one of policeman to about 480  members  of  the  public  (1:480).  This  falls  short  of  the  United  Nations' recommendation of one police to 400 civilians. Besides this, the central government should take the institution of the police more seriously. The central government through the Ministry of Police Affairs and Police Service Commission should be more proactive in the handling of police affairs. Often, the government at the centre only does not fare much when it comes to police-training welfare. Of recent, the president of the republic, Dr. Jonathan Goodluck paid an unscheduled visit to the Police College in Ikeja, Lagos. The pathetic situation the college was found was said to have surprised the president.

Policing in civilized climes is a serious state business and so it is usually  well funded and well supervised by state staff with relevant expertise in order to make it  to be at par with what obtains in other countries of  the civilize world.  Nigeria Police should be made to have reasonable and  good funding.  The budgetary allocation to the police has always been known to be abysmally low in the face of the universal  facts that policing is generally expensive because it is about public law and order and/ or the people's  safety and security.

### 2.3.6   Challenge of Political Interference

The Nigeria Police is a federal government  force and principal security apparatus that belongs to  the  Ministry of Police Affairs.  Constitutionally, the Nigeria Police is on the exclusive list. It then means that appointment of the Inspector General of Police is an exclusive right of the President on the advice of the Police Service Commission whose

chairman and members are also appointees of the president. The implication of this is that appointment and tenure of a police chief in Nigeria is the absolute discretion of the President and the Commander in-Chief of the Federation.

Between 1966 and 2013 (a period of 47 years), the Nigeria Police had been headed by sixteen indigenous police chiefs. That is an average of 2.9 years for each of them. Of the sixteen Police Inspector Generals, it was late Alhaji Kam Salem that had the longest tenure of nine years in office. As chief executives, police chiefs on appointment, would come out with visions and missions statements which will require a period of years to bring to fruition or accomplishment. According to Smith (1984), the police can react differently to circumstances based on organisational constraints and routine demands of police work. Wilson's (1968) theory of Police Management Styles Behaviour assumes that the organisational context of police behaviour is linked to the political climate of the society in which the elected officials hail with reference to the choice of police leadership. Essential from these contributions is that too much political interference can demoralise the commitment and organisational behaviour of the police personnel. Expectedly, the concomitant silence by police leadership has never done the Nigeria Police force any good. In implied views of police personnel, police leadership has never done enough to isolate and insulate the Nigeria Police Force from the huge weight of the notorious political influence which is also said to be of immense negative toll on performance. In view of the police broad mandate (law and order and public safety) political interference should, if and when necessary, be only minimal and should be only when police leadership integrity becomes an issue of urgent public interest. As much as possible, the office of Inspector General of Police (IGP) should be made constitutionally tenured and equally insulated from the direct and unilateral influence of the executive arm of any governments.

The government should have a rethink about the Nigeria Police with a view to restructuring the Agency for effectiveness. A society with a good and modern day police force will live in Peace, Law and Order. By the way, policing mandate is said to be globally expanding and that of the Nigeria police is not an exception. This is why police or law and order governance in other countriesare well outlined and structured to reflect the people's wishes and concerns. At the risk of over emphasis on modern policing

practices, the Nigeria Police restructuring should have emphasis on professionalism and integrity for the police leadership.

### 2.3.7    The Challenge of Structure and Statism

In Nigeria, and of recent, the clamour for state police has assumed a much stronger dimension across the six geopolitical zones. Proponents of power devolution clamour that the Nigeria Police Force    to the federating states has more than before become more articulate in their argument. The Nigeria Police is a federal government agency with a constitutional provision that gives only the federal government exclusive right of control. The Nigeria Police is designated in section 194 of the 1979 Constitution as the only National   Police Force with exclusive jurisdiction in Nigeria. The 1999 Constitution similarly places the task of policing the entire country in the hands of  the federal government. This was explicitly explained in sections 214 and 215 of the 1999 Constitution.

In the beginning and prior to 1916, there was presence of Native Police authorities in Nigeria. Individual traditional communities had their policing systems. In Yoruba land, for example, the *Ilaris*, the *Emeses* and the Agurens enforced the native laws and traditions of their various communities. Generally, in Yoruba land, the age-long tradition of *Ode* (hunters) subsists till  this day. Similarly, in the north, the *Dogaris* which still exist till date were the Native Police under the powerful influence of the Emirs. With the incursion of the British colonial masters, existing 'crude' form of policing was strengthened through various policies. For example, the indirect rule of Sir Frederick Lugard succeeded in the northern part of the country because of the existing security structure. As a matter of fact, Native Police authorities were given security structure. As a matter of fact, Native Police authorities were given recognition through the ordinance No, 4 of 1916. Then, the Native Police existed alongside that of Colonial Police (although with the Colonial Police having more superior powers). The then Native Police were domiciled in each local government (Native Authority). It was the period in Nigeria when the *Obas*, *Emirs* and Obis were the authorities in their locality (local governments).

At independence, on October 1, 1960, the existing arrangement of Colonial Police and Native Police was sustained. In the 1963 Constitution the issue of police was on the

concurrent Legislative list which enabled the central government to legislate on the police bequeathed to Nigeria and at the same time permitted the regional government legislative houses of assembly to decide on the Native Police. Due to Political fragmentation and hostilities then, Native Police was used to oppress political enemies and members of the opposition parties. Most often, there was breakdown of law and order each time the Federal Police collided with the Native Police under the regional governments. These was widely believed to among other factors have led to the demise of the first republic in 1960. This makes the issue of discipline the main crux in the integration of Native Police personnel into the Nigeria Police Force.

The unification, so to say, of the Nigeria Police Force started under the administration of General Aguiyi Ironsi with the establishment of a committee to work out the modalities. The committee could not finish its assignment before General Ironsi's administration was toppled by General Yakubu Gowon. By February 1968, the Native Police was successfully integrated into the Federal Police that became the Nigeria Police Force.

With this historical knowledge, the antagonists and protagonists of the idea of state police are currently engaging without anyone backing down and it is being observed that nothing has changed in the political system of Nigeria and until then the idea of state police system may continue to be on hold. They further argue that politicians in modern day Nigeria may be more sophisticated than those in the first Republic. Thus, they would be more ruthless in handling state police issues if created. The federal government is also not willing to do so citing mainly security reasons. While the Nigeria Police authorities have not made any committal statement on the controversial issue, their body language depicts that the leadership of police authorities frowns at the idea.

Clamour for state police creation has also assumed a political dimension along Northern and Southern dichotomy of the country. Previously, it was only the governors of the Southern part of Nigeria that reportedly supported and canvassed the idea of state police while their Northern counterparts were said to always kick against the move. With various arguments for and against the idea, the Nigeria Police Force is confronted with the consequential challenges this may bring forth. Although, examples of other countries like the United States of America, and as a matter of fact, there may be no national police

force with limitless functional jurisdiction across to the states, in the USA, but there is the National Guards which are only for intervention operations in any parts or states of that country. But it should be noted that it is strictly on request by individual States or authorities. The recent attack or invasion of the Capitol House, the Vice President Mike Pence was reported to have invited the National Guards for quick intervention.

India is said to have a combination of federal and state police system. And so is Pakistan with federal and provincial police forces, a kind of quasi-devolution of central policing powers in which some constitutional powers can be shared or left with the state governors to have a full control of the police forces in their respective jurisdictions. In this wise, the Commissioner of Police should be answerable to the governor of theState. Although, as plausible as this may seem, there may be need for caution in the process of appointment of Commissioner of Police. In the same vein, the State governor should be consulted while appointing State Commissioners of Police in the present power centred Federal System.


### 2.3.8  Policing  Culture and Quality Assurance

Culture is said to be dynamic and yet a complex phenomenon. It is the totality of people's view, philosophy, tradition, values and ways of life. Culture is, therefore behaviourally induced and contextually – specific. Culture is also qualitative in that its richness has to do with people's ways of life, customs, values and traditions. It then means that in culture, quality is projected through which the acceptance of the elements contained or inherent in the culture is guaranteed. Within a complex society and world of work, there are subcultures that are organizationally specific.

Within this frame, inference and philosophy, police organisations are known to consist of sub-cultures in which high and valued services to the public are expected on the basis of some defined roles and principles. Absence of these may not only work against public acceptance of the projected culture, it could rather affect the image of the agency and its quality assurance regime. In essence, police sub-culture should be about quality assurance in which members of the public are expected to pass judgement on the behaviour and quality of services rendered to the public. In the context of Nigeria,, the judgement and the values currently being passed by members of the public are said to be

less than friendly and certainly not in the interest of the force. Police personnel are currently being seen by some people like the worst "enemies" of the public and yet they are said to make the most contacts and interactions with the public. It goes almost without saying that quality service assurance regime may hardly exist in the Nigeria Police leadership mission and vision.

Writing on the subject of culture and policing, Roberg, Crank and Kuykendall (2000) have described police culture as occupational beliefs and values that are shared by a police personnel. Roberg et al's submission hold the truth in that each organization, including the Nigeria police force, has inherent values and traditions that new employees or newly engaged personnel is made to imbibe consciously or otherwise. In the police force, one of the theories used to explain this is the Newborn's (1999) bad apple syndrome through which alleged unethical behaviour of the police personnel are explained.

The theory explains that corrupt practices in the police agency are due to some bad apples that are found in a clean basket but after a while contaminated the clean apples. In 1970, the Knapp Commission on Police Corruption describe bad apples as either weak persons who have fallen or slipped through the screening process or those that have simply submitted to the vices implicit in police work or deviant persons who tend to deviate in an atmosphere that offers them ample opportunity to do so.

In Nigeria, this is one of the identified subcultures in the police. It is hard to completely situate the Nigeria Police culture in the theorem of Newborn. The reason is that this has not been empirically ascertained. Nevertheless, the contextual behaviour of Nigeria police personnel speak volumes of Newborn's theory of bad apple. It is in the public domain that enlistment and recruitment into the Nigeria Police is anything but clean; it is said to be fraught with corrupt practices and statism which opens the doors of ethnicity and godfatherism. In the same vein, promotions and rewards system are also alleged to be tied to same values of ethnicity and tribalism and as well as fixed system in which caucasian is promoted.

Still on police culture, Smith (1979) is of the view that police culture includes values, attitude, perceptions, philosophy and practices that provide police officers with a unique

world view. Police force itself is a subculture within a macrocosm of the culture of the larger society. It is being observed or seen to be influenced by the culture of the general or larger society wherein the police force operates or functions. Similarly, Steyn (2006) situates culture as physical structure of the police institution, the physical geography of policing areas and organizational features of the police force and of its occupational differentiation. Hall (2002) asserts that while most elements of police culture are universal, each police agency possesses its own personal and distinctive culture. This assertion is true in that police culture represents what obtains in the larger society.

Aremu (2009) catalogues some inferential elements that make up police culture in countries like Northern Ireland, America, Canada, Chile and Peru. According to his summation in his book, *understanding Nigerian Police: Lessons from Psychological Research.* Aremu asserts that police enjoy respect in other countries because they have thriving cultures that adhere the public to police agencies. He then admonishes Nigerian police to take a cue from such countries. But it must be stated that the uniqueness of culture and peoples makes adaptation cumbersome. Hence, different people easily prefer to isolate perhaps to avoid culture clash and conflict. But the police force and the society they serve might at some point experience cultural osmosis in which both the dominant one and the lesser or weaker eventually become similar or even mix up in equilibrium.

Quality assurance as a concept in management can be said to be more entrenched in the private sector. However, of recent, the Nigerian public sector according to some observers is said to begin to key into the growing culture of quality assurance. This is not to say that public sector has absolutely not been adhering to the principles. The Nigeria Police would seem to be the only organization in Nigeria in which the public expects greater service delivery than it is equipped and capable to do. This is therefore a necessity for the Nigeria Police quality assurance culture for better productivity.

Policing organizations have higher levels of accountability than other organisations. This accounts for public high expectations of the police force. Quality assurance is about Organization Excellence (OE) and about producing people's and friendly police that would be world class and of world best practices. In the same vein, the Nigeria police

can be reappraised in its quality assurance policy profile with a view to repositioning the force for better performance and organization excellence.

It has been assertively established that the police organization is bedevilled with challenges militating against its operations and productivity. It is in this light and within the contextual framework previously discussed that the public is expected to work with the Nigeria Police to reach the understanding about these framework and postulations in the study. It would bring a better understanding of the psychology and organizational behaviour of the Nigeria Police within the context of organization Excellence (OE).

## 2.4 Empirical Literature Review
## 2.4.1 Police Use of Excessive Force, Extrajudicial Killing and The Nigerian Experience

Researchers have recognized that inappropriate use of power, police ruthlessness, and different terms that depict ill-conceived and even illicit police use of power to a great extent is dependent on level of seriousness (Griffin and Bernard, 2003; Fyfe, 1989). Fyfe's (1989) differentiation between particular power and superfluous power with respect to police's unprecedented power "includes the determined and illegitimate utilization or abuse of power by officials who intentionally surpass the limits of their office" (Fyfe, 1989). Interestingly, unnecessary power "occurs when good-natured officers demonstrate that they are not equipped to manage the situations they experience without unnecessary or too hasty a hotel to compel" (Fyfe, 1989). Pointless police power happens more, every now and again than does untouchable police power (Fyfe, 1989), yet arbitrary power is increasingly hard to clarify. Pointless power has a generally clear clarification. It is an instrumental power by a police official to achieve a real police work for which, as a useful issue, the official does not have the right stuff and capacities to accomplish that capacity through non-forceful methods (Griffin and Bernard, 2003). Arbitrary power by police officials includes the power utilized by police official to accomplish a suitable and lawful police work when non-forceful intends to accomplish that capacity likewise are accessible to the officials. Despite the fact that these non-forceful methods are accessible, the official "aggressively and unjustly" police officials utilize inappropriate force realizing that it surpasses the lawful limits of police expert

(Griffin and Bernard, 2003). Harris (2009) directs an efficient survey of three examinations on the reasons for officials' utilizing of inappropriate power during police/open experiences (which was observed to be an uncommon event). Regardless of there being a predetermined number of studies, the audit reasoned that situational variables had the most substantive effect on the ill-advised utilization of power. The inappropriate utilization of police power against a presume was almost certain when:

- the experience occurred in an area under 'police control, (for example, a care suite);
- the suspect had been engaged with a genuine offense (influencing both sensible and intemperate power);
- the suspect was disturbed, hostile, opposed capture or was flushed; and
- other (non-interceding) police officials were available (Prenzler et al. 2013).

Elements at the individual level (for example length of administration and work mentalities) and hierarchical level (for example aggregate dispositions, the executives need on wrongdoing battling, and bureaucratization) were found to have a powerless impact; they marginally expanded the odds of ill-advised power being utilized.

Criminal Intelligence; pondering her very own ethnographic research, and investigating whether and how to challenge police brutality, Westmarland (2001) depicts various cases in which officials apparently utilized unnecessary power:

- Because they misconceived the degree of power that was required (especially in exceptionally unpleasant circumstances);
- to authorize or 'rebuff' a suspect casually (for example for being 'lippy');
- as vengeance since they lost their temper; and
- to reassert limits (for example 'concealing any hint of failure' and to avert contact with others).
- Analysis by the Police Ombudsman for Northern Ireland (2012) of more than 60,000 charges of harsh police conduct (2000-12), and increasingly nitty gritty survey of contextual analyses (2008-12), proposed that such occurrences were probably going to happen outside, during ends of the week, and around evening time.

There are five countries that direct legal executions at an abnormal state of recurrence, they are: China, North Korea, Vietnam, Pakistan, and Singapore and four of the five likewise rank "high" on the list of extra-legal slaughtering (Johnson and Zimring 2009). The main exemption is Singapore, where legal executions are regular yet extra-legal killings are everything except obscure. Despite the fact that a vast larger part of Asian countries conducts few or no legal executions, extra-legal slaughtering stays basic in numerous pieces of the district, including countries that have officially annulled capital punishment, for example, the Philippines (Uy, 2007), Nepal (Mishra 2006), and Cambodia (Miethe, Lu and Deibert, 2005).

Acquittal International's (2007) records uncover that Philippines and Nepal have canceled capital punishments twice as of late, but at the same time, they have kept orchestrating extra-legal killing on a huge scale with their main targets being "socialist" guerillas and their sympathizers and supporters. In the Philippines, several individuals have been slaughtered extra-judicially by police or by individuals from the Armed Forces with no criminal conviction. Essentially, the report appears that there have been no legal executions in Nepal since 1979, however, eyewitnesses report that the standard torment and extrajudicial killing of suspected Maoists had ascended to a surprising normal of eight per day by 2005 (Mishra, 2006). Nepal, additionally, may have the most astounding number of unexplained vanishings in the world, and the foundation accepted in charge of the majority of them, the military appreciates enormous exemption (Mishra, 2006).

In Indonesia, a huge number of people were killed extra-judicially in the political cleanses of the 1960s and in the slaughters on East Timor after Portugal's withdrawal from its state in 1975, yet, extra-legal killing in the world's most crowded Muslim-larger part country is significantly less regular today (Friend, 2003). Likewise, the pace of legal execution in Bangladesh is just 1/twentieth of what it is in the United States (and under 1/100th the rate in Texas) however, extra-legal slaughtering remains an issue, the volume appears to have declined fundamentally since the previous East Pakistan announced autonomy in 1971 (Baxter 1997). This shows that extra-legal slaughtering is a worldwide marvel.

Network on Police Reform in Nigeria (NOPRIN) in their 2010 outreach declares that extrajudicial killing may have become a 'normal' part of policing in Nigeria, maintaining that several Nigerians are being killed every year by personnel of the Nigeria Police Force. The statement included that the police as often  marked as "Armed Criminals" who may be only unarmed casualties of their alleged extrajudicial killing, just to cover up these alleged  violations and compound open dread or fear  of  burglars and often create the impression that anybody depicted as suspect  consequently loses his rights to both life and fair treatment. Noprin (2010), likewise uncovers that in all  the states in Nigeria, three notorious  Nigeria police force  units—the Special Anti-Robbery Squads (SARS), State Criminal Investigation Departments (SCIDs) and the Police Mobile Force, (PMF)— are broadly accepted to be centers of extrajudicial killing. Police officials who talked on state of namelessness or anonymity to NOPRIN officials purportedly justified the act of "squandering" associated outfitted burglars in the light of the fact that with the alleged disappointment of the justice framework or the criminal justice system or more specifically the judiciary(courts/judges) to "confine" them out of circulation. The police officers met or contacted reportedly asserted that on a few events the courts conceded bail to suspected armed criminals who at that point would  "come back" to the streets on revenge mission against the police personnel that arrested and arraigned them. They asserted that once discharged, the suspects, looking for vengeance for alleged torment delivered on them by police personnel, would regularly focus on the police for assaults and execution. Many police personnel have been reportedly killed at their homes or in unarmed, relaxation moods, in apparent ambush.

In a specialist criminological examination on robbery crime in the south eastern Nigeria, Otu (2003)  puts that unfortunate victims were categorized into armed theft because of mere intra or inter family conflicts. Likewise, the report of UN Special Rapporteur Phillip Alston, following his central objectives to Nigeria in 2005, shows that while armed robbery plagues a lot of Nigerians, the label of "robbers" is frequently used to justify the incarceration as well as extrajudicial killing of innocent people arrested for even offenses as simple as  wandering by the police for reasons of alleged refusal to give bribes to police personnel. He questions the 2,402 alleged armed  robbery suspects said to have been  executed since year 2000, if they were  all actually  involved in armed robbery

cases as being alleged. The concern here is about the chances or possibility of killing innocent citizens. The fear on the minds of watchers of the trend is that if suspects reportedly killed by police personnel are substantially more or less than they were altogether murdered in shoot-outs.

One significant factor that powers extrajudicial killing in Nigeria as expressed by Oyovbaire (2007) is the failure of the state. He notices that nature and character of the state and of its administrators, political characters and organizations decide the direction and nature of administration and where and when they misuse the powers and expertise of the state, the country encounters estrangement and flimsiness, and once in a while it encounters outrageous inconvenience and grave danger. Despite the fact that the work force of the Nigeria police can be said to legitimately engage in extra judicial executions, yet Natufe (2006) sees that Nigeria's experience is a key emergency in the administration and extra judicial killing by the sections of the Nigeria Police can be said to be symptomatic of administrative problems. This maladministration stems from Nigeria's corruption culture and inclination, and primitive history of observable absence of good governance which is also thought to aggravate ethnic unrest and tensions that ultimately lead to fragile, or even fragmented, law and order, which in turn causes or provides a breeding atmosphere for increased rate of criminality across the country. The state of law and order in Nigeria is widely criticized and described as too fragile and it appears to create or give the impression that the situation may have overwhelmed the Nigeria police force both in capabilities in terms of logistics, training and orientation needs or adaptation, strength and morale of personnel, which is variously said to be very low at the moment. (CSAT, 2011).

Nigeria Daily News (2011) attests that more than 54,000 Nigerians have been killed outside of the law and justice system, since 1999. These deaths are widely speculated to come in different barbaric ways, in addition to alleged cases of extrajudicial killing of citizens by the personnel of the Nigeria Police force. Some of the deaths of the citizens are suspected to be due to the activities of the various Nigerian vigilante groups which are estimated or approximated to be over 15,000 homicides. Ethno-religious linked deaths by the dreaded Islamic terrorism sect known as Boko-Haram are estimated to be over 16,000 citizens. Another estimation of over 21,000 killings at different locations

including: Zaki-Biam and the Niger Delta (for example Gbaramatu attack) slaughters by the security agencies. Police killings or extrajudicial executions may have represented more than 17,000 passing. The decision related killings since 1999 may likewise have represented more than 2,000 passing. These figures did exclude passing emerging from other man-made catastrophes, for example, street mishaps, flood hazard and those executed by equipped robbers and sheer disregard of significant issues by the Nigerian state. This anyway predicts danger for the harmony and security of the country as any administration which criticizes from the major obligation of ensuring the lives and property of its kin will lose pertinence and become old, as natives might be compelled to fall back on self improvement for their well-being and security, and this may lead the nation into plunge to Thomas Hobbes' origination of the condition of nature where life is frightful, brutish and short.

More so, there have been troubles in bringing people that have submitted extrajudicial killings to justice. The greatest hindrance is that an extrajudicial killing is not criminalized under global law in as expansive a way as torment. Despite the fact that torment appears to be less extreme than death, torment is an activity that is never overlooked under global law, the issue here may be that torture or torment can be said to be under reported as not many victims of torture volunteer information perhaps for fear of reprisals by security operatives, including police personnel. However, states are allowed to purposefully execute people in various conditions but any action of the state against suspected criminals  is expected to be taken  through due process of the law. In this wise, all and every suspect is expected to be taken before the court of law after arrest and interrogation by the police. But governments especially on the continent of Africa,  may have been less than truthful in their exercise of legitimate state powers against those targeted or seen as suspected criminals and execute them after due legal procedure. Indeed, even the expression "extrajudicial killing" may not exactly mirror or reflect the circumstances wherein a state may be involved in alleged slaughter—war and law authorized actions are both held as avenues of  extrajudicial killing that somewhat involves the state, yet killing, as it were, is and ought to be legitimate in both cases, (Michael, 1983).
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### 2.4.2 Perception of Justice Dispensation and Attitude Towards Extrajudicial Killing

Many citizens are reported to hold the perception that the court and indeed the judicial system may be too slow in resolving legal issues in Nigeria. This has been the basis for the proponents of legal reforms in the country. It is also seen as what induces or causes deviant behaviour such as jungle justices which is referred to as lynching by mobs and, also, seen as extra-judicial killing of suspects. Many people are known to have been killed through lynching at various locations in Nigeria. In a similar view, Nasir (2017) admits a worrisome trend of extra-judicial killing which is described as an outcome of a systemic failings of the Nigerian Judicial System. The scholar is emphasizing rising extra-judicial killing, some of which might be politically motivated as may be seen in the use of state apparatus to execute perceived enemies as alleged or suspected criminals as well as self-help oriented killing. This seemingly degenerating situation may have informed the study wherein the scholar utilised doctrinal method to examine the concept of justice and national policy on justice system by concentrating on the Nigeria Criminal Justice System. Nasir (2017) approaches the study on providing answers to unresolved questions on this great depravity in our justice system?" and "Why are law enforcement officers irrationally involved in unlawful killing and why do the citizens as well take laws into their hands by lynching and engaging in other barbarities?" The scholar concludes by suggesting that the main solution to address the worrisome situation is to make far reaching reforms in the administration of the Criminal Justice System.

Oromareghake, Oluka, and Adishi, (2018) identifies the rising ineptitude of Nigeria police officers that often results in their excessive use of power for selfish interest or the display of lack of knowledge of the law, as the basis for their study. The scholars believe that more often than not, the police unskillful display has been seen to run foul of the law, hence, the objectives of the study that examined the nature and extent to which Nigeria police abuse the fundamental rights of citizens as well as negate their actual police work including poorly managing crises. The study observes that proper enshrinement of the respect or observation and protection of human rights and accountability to the citizenry, and if satisfied together or along with the fundamental responsibility of protecting lives and property of the citizens, the public will accord the

police its legitimate and due respect and police would then be encouraged to engage in robust crime prevention and crimes management.

Also, Olonisakin, Ogunleye, and Adebayo (2017) examine the role of the Nigeria Criminal Justice System on criminal behaviour control efforts because of the consequences of the ever increasing criminality and its unabated trends. The scholars examine the effectiveness of the criminal justice system which is taking as an instrument of social justice and criminal behavior control . The authors argue that the lack of the credibility of the communicators; those that constitute Nigeria criminal justice system (i.e. the Police force, the Judiciary and the Nigerian Correctional Authority) in the administration of criminal justice and the laws are said to be responsible for the jump in observable social injustice and lawlessness in Nigeria. Olonisakin et al. (2017) believe that the indictment of the Criminal Justice System that is expected to uphold the rule of law as responsible for the ineffectiveness of the system in terms of criminal behaviour control. The study argues on the need to rebuild the image of the Nigeria Criminal Justice System by positive behavioural change before it can become easy to control criminal behaviour as well as accepting the legitimate and credibility of the actors, for instance, the police personnel, in ensuring compliance with the law by the three components of the system.

## 2.4.3 Perceived Justice Dispensation and Attitude Towards Extrajudicial Killing

Officials of other members of the Criminal Justice System are said to face numerous herculean task or weights to adjust to police culture and this weight bolsters an overwhelming police culture that new comers must match (Britz, 1997). Goldschmidt and Anonymous (2008) discovered officials to justify and legitimize deceptive and unscrupulous practices from various perspectives. Referring to a respectable purpose, for example, serving more noteworthy benefit, acting in a specific way since it is "what is correct", self-protection, or acting to hinder wrong doing no matter what, were regularly referred to by those met. Different justifications included denying an injured individual (Because they deserved it), rejecting obligation (ex-the courts and office strategies are too demanding; criminal justice framework is ineffectual), and asserting that turmoil would result if officials did not periodically act deceptively. Nonetheless, officials were

isolated with respect to whether their companions impacted untrustworthy conduct (Goldschmidt and Anonymous, 2008). Officials asserted that they were not awkward acting in a freak or exploitative way since they had effectively justified their practices (Mason, 2010). One of the  most important reasons that accommodate or sustain the police culture  or rebel officials from breaking the current trend of police abuse is the existing incentive in the police culture, "respect for police" (Mason, 2010). Any official who tarnishes the image of the police is viewed as disregarding the reputation of officers and harming the image of the Nigeria police.

### 2.4.4  Police Perception of  Alleged Citizens' Hostility And Attitude Towards Extrajudicial Killing

Prenzler (2012) holds that police work  is consistently rated and said to be one of the top five most dangerous occupations often characterized by injuries and  fatalities as a result of occupational harzards and violence. Police – citizens encounter or contacts at most levels are said to be frequently characterized by the use of force  due to frictions, pose a high risk of injuries and even fatalities to officers.  In view of this assertion, Hine, Porter, Westera, and Alpert (2016) investigate variations in the police use of  Force Factor Method (where the degree of force is examined relative to the degree of alleged suspect's resistance) by the use of Terrill et al.'s Resistance Force Comparative Scale. The authors utilize Queensland Police Service in Australian official data to study 202 police – citizens encounters involving the use of force. Chi-square and multinomial logistic regression statistical tools were used to examine the impact of individual and situational factors on officers' usage of commensurate, lower, or higher force relative to suspect's degree of resistance. The outcome of the analysis reveals that most predictive factors that constitute physically aggressive encounters were those in which  suspects were seen with weapons. But those in which suspects were not thought or seen to be with lethal weapons  police officers were said to be  less likely to use higher relative force. It is note worthy to say that when it involves female suspects, the findings showed that  it is more likely that officers would  use lower relative force. The findings have  revealed  that police use  of force surrounds  the direct or indirect use of physical aggression taken by an officer towards a member of the public involved in resistance with or without weapons

or any harmful objects. This is why in some countries with records of aggressive policing such as the USA, individuals who find themselves in police encounters usually "first" put their hands on their heads to show they were not armed in anyway, to prevent self protective actions by police officers. Police officers in that country reportedly, are usually concerned with whether or not a suspect is armed at most, if not, all encounters.

Schreurs, Kerstholt, Vries, and Giebels (2018) examine the association between different kinds of citizen's actual participation behaviour in police – citizens encounters, and interrelated but three different psychological drivers that include the attitude towards citizens participation, moral values, and moral emotions. The authors believe that in reality, there is a large potential of citizen's contributions in fighting crime and creating safer neighbourhoods. The authors through on line survey method, sampled 217 Dutch citizens, on the psychological drivers and the actual participatory actions, they engaged in the past year. The findings reveal four broad categories of citizens' participation behaviour, which comprises responsive participation behaviour (e.g. calling the police), collaborative participation behaviour (e.g. meeting with the police) and in Nigeria, a good example of citizen's participation behavior in policing may be the formation of a fast growing Police - Community Relations Committee, (PCRC) social control participation behaviour (e.g. correcting others regards to their behaviour and law and order), and detective and investigative participation behaviour (e.g. joining a neighborhood watch and giving info/intel to the police). Schreurs et al, observe that moral values had an indirect influence on participation behaviour through attitude and moral emotions. The findings also show that attitude towards citizen's participation behaviour was positively related to all the four identified types of citizen's participation behaviour, while the influence of moral emotions only related to social control and responsive behaviour.

Liu, Sun, and Liu (2018) study the impact of demographic characteristics of police officers, influences of socialization and experience, and role orientations, on the attitude of officers towards civic virtue, community interactions with police, and citizen input into police work. The study which sampled 200 Chinese police officers using the questionnaire approach, find that the background and experience characteristics of officers are ineffective in predicting the three dimensions of officers attitude towards

people. Crime-fighting and service instructions are found to be linked to the behaviour of officers towards people. The results of the study was found to improve the awareness of police officers and workplace attitude in China.

Gleeson (2013) covers unresolved empirical issues in literature on the attitude of police personnel. The study develops and tests a theoretical model on factors that are seen to influence youth attitude towards the police in Ireland. The study utilizes an exploratory sequential mixed methods research design, where 20 young people were interviewed through a semi-structured interviews for qualitative data at first study, and 226 young people were sampled through a questionnaire instrument for quantitative data in the study. The results showed that at least three variables that included perception of police success and efficacy, legal socialization, and young people's cooperative and compliant behaviour influenced their attitude towards the police in Ireland. The data from the qualitative study informs the development of these three factors that formed the theoretical model developed from the first study. The elements of the theoretical model were tested in study two, the quantitative study using structural equation modelling. The findings of the structural equation modelling revealed a good fit to the model with each factor showing similar influences on the overall attitude of members of the public towards the police. The results show that the performance and behaviour of the police personnel have some important or significant relationship with young peoples' assessment or evaluation of both the Police Departments and its personnel. The author states that the findings would be helpful to Police Organisations and Departments on how to give young people a voice and explain the reasons behind their decisions in the process of interactions with the youth. In Nigeria, it can be stated that perhaps if the youths are given a voice, there might have been no #endsars violent protests of October, 2020 that erupted against alleged Nigeria police brutality and extra judicial killing of the youths.

Desmond, Papachristos, and Kirk (2016) analyze the implication of most reported cases of police violence against civil black men in Milwaukee's neighbourhood, USA. The study is based on the incesant experiences of high profile and frequent instances of police violence towards black men in Milwaukee's community which may be seen as presenting a trend of serious concerns about public safety in the neighbourhood. The

scholar used interrupted time series design and analyzed most publicized beating of Frank Jude and how it affected calls to police 911 number. The author controlling for crime analyzed prior to calls patterns and characteristics of many neighbourhoods, the author reportedly find that the residents of Milwaukee's neighbourhood, mostly the black neighbourhoods are likely less more to report crime after the police beating that Jude allegedly received was given wide media publicity. The findings show that the effects of the publicized beating of Jude lasted over a year and causes a total loss of approximately 22,200 calls for police service in black neighbourhoods. Also, the scholar reports that other findings on significant effects of police violence on citizens' crime reporting in other local and national cases in Milwaukee are similar. Hence Desmond et al's. (2016) conclusion that for matters of personal and public safety and calling of 911, police alleged misconduct could strongly reduce most basic forms of civic engagement in policing and with police personnel.

Also, Alpert, Dunham, and Macdonald (2014) explore the interactive context of police-citizens encounters that consequently resulted in use of force. Alpert et al (2014) believe that the actions, comments and demeanousr of the citizens influenced the attitude and behaviour of police officers during encounters with suspects. Their findings again show that police – citizens encounters are not only interactive but as well asymmetrical with regards to authority. The findings further reveal that the level of suspect's resistance possibly influences and determines greater likelihood of use of force by police personnel in their interactions or encounters with members of the civilian populations, most especially when the suspects seems to have less authority comparative to the police officers in the context. This is to say as emphasis that both police officers and the citizens interpret and decide how they respond to each other during encounters. The interpretive process importantly relates to the understanding of police behaviour and this helps to shape the outcomes of the encounters. Even at major police checkpoints located in any community, it is common to hear the natives and police personnel call or address each other in nick names or alias such as "Baba alaye", "SergeeOloy." in most of their encounters or contacts.

## 2.4.5 Police Perception of Alleged Citizen's Hostility and Attitude Towards Extrajudicial Killing

A resident may add to the communication by his or her underlying mien towards the police personnel, paying little or no respect to how police personnel, alone or in teams or sets, the natives contribute too almost always without the usual caution, taking what may be deciphered as well mannered refered to prior shows. In fact, a long queue of observational hunt has reliably demonstrated that a "resident's inability to concede police expert is settled as an indicator of police endorsing conduct" (Mastrofski, Snipes, and Parks 2000: Mastrofski, Reisig, & McCluskey 2002; Weitzer 2000).From the police points of view, it is accepted that citizens are assessed dependent on their potential danger to the official (Paoline, 2004; Paoline, Myers, and Worden, 2000); the official at that point decides whether the circumstance is deserving of his or her consideration. Nonetheless, on the grounds that officers face a populace and bosses who are believed and said not to have seen genuine field police work, officers are compelled to confront analysis both from the public and the Agency's (Paoline, 2004; Paoline, Myers, and Worden, 2000). Information from research as of late, with Najdowski, Bottoms, and Goff (2015) would suggest that the memory of such police experiences usually contrast the citizen's. The dangers of generalization could make police misclassify progressively blameless citizens as suspects. Investigations of the social brain science of law shows that citizens are propelled to obey experts, including police, when there is an exhibition of "procedural justice" (Tyler & Huo, Huo 2002). In this way, regardless of whether the experience started on account of some illicit conduct with respect to the non military personnel or if the regular citizen's mien ends up angry, there is a desire that it is the official's obligation to stay proficient, or for this situation, that the official will maintain a strategic distance from FADO whatever the weights of the moment. Najdowski, Bottoms, and Goff's (2015) findings likewise advance the possibility of mental experience and stereotype danger as indicator of police mercilessness. As indicated by White et al (1991),interfacing with citizens comprises a significant piece of a police official daily activities. Numerous parts of these communications have the potential for influencing how the police and citizens see and assess each other and the outcomes that usually follow. Citizens regularly bring to the connection a variety of frames of mind or mind set,

as well as preconceived notions about the police and in like manner, the police personnel brings to the interaction a comparable frame of mind of assumptions, preferences, and impression about the citizens. Earlier research has built up similar findings that the officers in some of the time come into the encounter with similar emotions. Call utilized by contacts with unwanted and unrepresentative populace components, and is prepared to take legitimate control in these contacts. Also, the police culture overflows with few of the people in general as uncooperative, unsupportive, and opposing towards the police. Numerous citizens may have progressed towards becoming casualties of misclassify risk and firearm somewhere around the police (Alemika and Chukwuma, 2000). According to Alemika and Chukwuma, (2000), there is common or what this researcher would in agreement term as mutual "ill will" between the public and the police in Nigeria. The political and monetary structures of Nigeria make conditions for savagery between the police and citizens. Second, endeavors with respect to the police to uphold laws and order instituted by governments not too popular makes rough contacts between police personnel and the citizens. By and large, police-citizens savagery might be exasperated by tyrant rule and exploitative financial policies general public which officially maintain the estimations of vote based system. Police officers too are said to often become casualties of brutality by members of the public in various ways including mob attacks, assassinations, among others. And such experience may have influence on the attitude of Nigeria police personnel with regards to the frequent perpetration of alleged extra judicial killing. Police officers have been reportedly harmed or killed in their innocent efforts to stop or control crime and criminals. Deaths of police officers in the hands of members of the public in different circumstances abounds in the media and literature. Like members of the public who are almost always victims of alleged police violence, police personnel likewise has been targets of brutality by citizens in various circumstances. For example, the violent demonstrations such as 'the #Endsars revolt' by the various youth groups and mobs allegedly erupted and said to have targetted Nigeria police personnel in October, 2020 (Odunsi, 2020).

These occasions of violence are widely known to be generally intrinsic in police work which is also widely said to be portrayed or characterized by danger. In any case, there are other instances that delineate or isolate open threats towards police personnel in

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savagery related  resistance with backlashes by people generally. The view of the police concerning open unfriendliness towards them appears to be justified by the   poor assessment of the police as far as their wrong doing control effectiveness (Alemika and Chukwuma, 2000). In this manner, brutality against the police however, is a sign of aggression against government and its officers, such viciousness ought not to have occured without sufficient examination, it can be viewed as merited by the police or as a response against ill-conceived lead on their part.

### 2.4.6   Police Workplace Frustration and Attitude Towards Extrajudicial Killing

According to a survey conducted by Pew Research Centre (2016), the findings reveal that among  police officers of today, workplace frustration has become a more predominant factor. The survey observed that about one out of  every five police officers have reportedly admitted that their job often makes them feel frustrated. For instance, Johnson (2014) states that police officers are reported to say  that their work is often stressful, particularly in responding to domestic violence calls which in most times is seen as source of  frustration among the officers. However, the author observed that the primary sources of frustration were yet to be identified. The study sampled 74 Police Officers in Illinois USA with a view to understanding their reported frustration about handling domestic violence calls in isolated neighborhoods. The study observed from the responses of the participating officers that the behaviour of victims, the operation of the criminal courts, their department's way of operations and the informal or background policies and the complexities in applying the law all of which constituted their workplace were their greatest frustration. Also important is that majority of the responses indicated that the reported frustration was from the  attitude of  officers  and the seriousness toward the crime of domestic violence.

In addition, Norwood (2018) supposed that the overarching problem raised by the research is the expense of officer's involvement in counter-productive work behaviour (CBW). The study was set out to see whether ambiguity, stress, or dissatisfaction was linked to variability, or predict CWB. Economic fluctuations have gradually changed work environments, where growing feelings of uncertainty and employee concerns about safety, success, and overall  well-being. In  order  to  better  understand  employee

relationships and response behaviour, the social exchange theory and the work place social exchange network were used in this analysis. The study explored the relationship between perceived uncertainty, stress, frustration, and CWB. A total of 180 volunteers were sampled using online survey monkey method to collect data, while a multiple linear regression analysis was used to evaluate the hypotheses. The result revealed a significant relationship between frustration and CWB, while statistically the relationship between perceived uncertainty and stress with CWB becomes significant. Leadership have gained the ability to implement more effective strategies aimed at influencing and promoting positive social improvements by predicting negative or adverse behaviours and having a better understanding of the factors that influence working conditions.

### 2.4.7 Cynicism and Attitude Toward Extrajudicial Killings among Police Personnel

Lobnikar and Pagon (2014) study on police cynicism in Slovenian Police Organisation. The study sampled 541 Slovenian Police Officers and Police supervisors to understand the construct of cynicism and dimensions of police cynicism among Slovenian Police. The findings show that police cynicism is a multidimentional construct. This was found to be similar to the findings of other studies on police cynicism as a multidimensional construct. Their findings show that police cynicism is connected to a personal, interpersonal and organisational factors with importance or relevance to investigating the phenomenon in police settings. The finding also shows that workplace violence and aggressive behavior are positively related to police cynicism. The result also reveals significant positive relationship between social support and cynicism. Lastly, the study similarly confirms four dimensions of cynicism, thus: (i) cynicism towards the rules and the regulations governing the police work as a profession; (ii) cynicism towards the working rules and procedures that the officers have to obey; (iii) cynicism towards the community in which the officers perform their duties and; and(iv) cynicism towards the police supervisors and leadership.

Bennett and Schmitt (2012) develop an explanatory model from cynicism literature using eight constructs excerpted from the literature and three constructs related to police constables' work environment. Data was derived from police archives, survey of

constables, and nine month of field observation. The results show that the model was not sufficiently responsible for variations in the levels of cynicism. While the observational data suggests that the addition of variables measuring the internal and external political environments of the organisation could give ample insights into police Cynicism among Police Constables .

## 2.4.8   Demographic Factors and Attitude Towards Extra Judicial Killings

In line with Kish-Gephart et al's (2010) meta-examination, there was extra proof to propose that men were more in danger of bad behavior than ladies (however this affiliation may not be causal, especially with bivariate investigation, which does not represent different factors for example police  job and policing style). Waugh et al. (1998) discover a couple of contrasts among male and female officers in their perspectives on moral lead and their abilities to report associates for fouling up. May be a couple beneath the position of sergeant reportedly said they would gripe about an individual official. Harris' (2009) deliberate survey on the inappropriate utilization of power find that male police officials were bound to utilize unreasonable amount of power and get grievances over various experiences (Prenzler et al. 2013; Chappell  & Piquero 2004). But it must be taken with caution as the setting of the study is significantly different from that of the police in Nigeria.

Positions and jobs – Other examinations utilizing  comparative methodology have pointed towards certain contrasts among positions and jobs. Studies completed in South Africa and Croatia found, separately , that the 'blue code of quietness' was more grounded among non-chiefs (Ivkovic and Sauerman 2013) and low-positioning officials (Ivkovic 2012). Officers outside certain positions might prefer the blue code quietness in order to belong and not be singled out and isolated from the workplace groups..

Age and experience – Analysis of police protests by the Police Ombudsman of Northern Ireland (2011) demonstrate that officers are said to be more youthful in age (18-34) and with less experience (under five years) were over-spoken to among the individuals who had at least three grievances. Profiling  work by Harris (2012) in view of an example of more than 700 US officers, propose that the probability of inappropriate behavior reoccurring after an objection, declined as officers picked up understanding. Prenzler et

al's. (2013) survey identified youthful, less experienced, high ranked officers were almost certain to aggression in policing duties. Paoline and Terrill (2007), however in a different investigations have indicated length of experience being related with increasing use of excessive force. Chappell and Piquero (2004) also demonstrated that Younger officers were additionally bound to make unscrupulous decisions than more seasoned officers. Be that as it may, the impact was only little.

Education and previous training – US research demonstrate that officials' degree of training and earlier work experience were identified with how much pressure they utilized in experiences with people in general. Paoline and Terrill (2007) find that school taught officials utilized essentially less 'verbal pressures', and officials with four-year degrees utilized altogether less physical pressure than those educated only at secondary school level. Harris' (2010) chip away at 'affronting directions' demonstrated that officials with the most elevated pace of objections were the well on the way to have earlier military administration, and to the least extent liable to have a higher education. An investigation done by Manis et al. (2008) in a US police division proposed the subject concentrated by officials to a degree level had no effect to their consequent pace or frequency of complaints.

Conjugal and socio-economic status - Caless' (1999) assessment of 123 police offenses or cases indicate the accompanying variables as possibly expanding officials' weakness at bad behavior: monetary or socio-economic status, how intently officials worked with one another, and conjugal status (married or separated). As the investigation was not finished and the strategies not straightforward, it remains unclear how firmly related these variables were with unfortunate or inappropriate workplace behavior.

Later work by Mastrofski and his associates (2002), in the light of the 1996/97'project On Policing Neighborhoods (POPN), has in general fortified the significance of setting. Their investigation of police slight towards the open find that while a few encounter level factors were prescient of police dismiss, concentrated disservice likewise anticipated lack of regard with the more noteworthy degree of neighborhood burden relating to an improved probability of police disdain towards neighborhoods or community natives.

Critically, native race was just huge when neighborhood setting was controlled (with the end goal that White residents are bound to experience police disregard).

Terrill and Reisig (2003) investigate the job of focused draw back and murder rate on the degree of power utilized by police. While controlling for 26 experience level factors, they reportedly find that both concentrated inconvenience and manslaughter rate were prescient of the degree of power utilized by police. That is, police are found to utilize larger amounts of power in territories described by concentrated burden and higher wrongdoings (as shown by manslaughter rate). Likewise Smith (1986) found that the experience level impact of minority status on level of power utilized by police was interceded by concentrated disadvantage experienced by the minorities.

## 2.5    Conceptual Framework
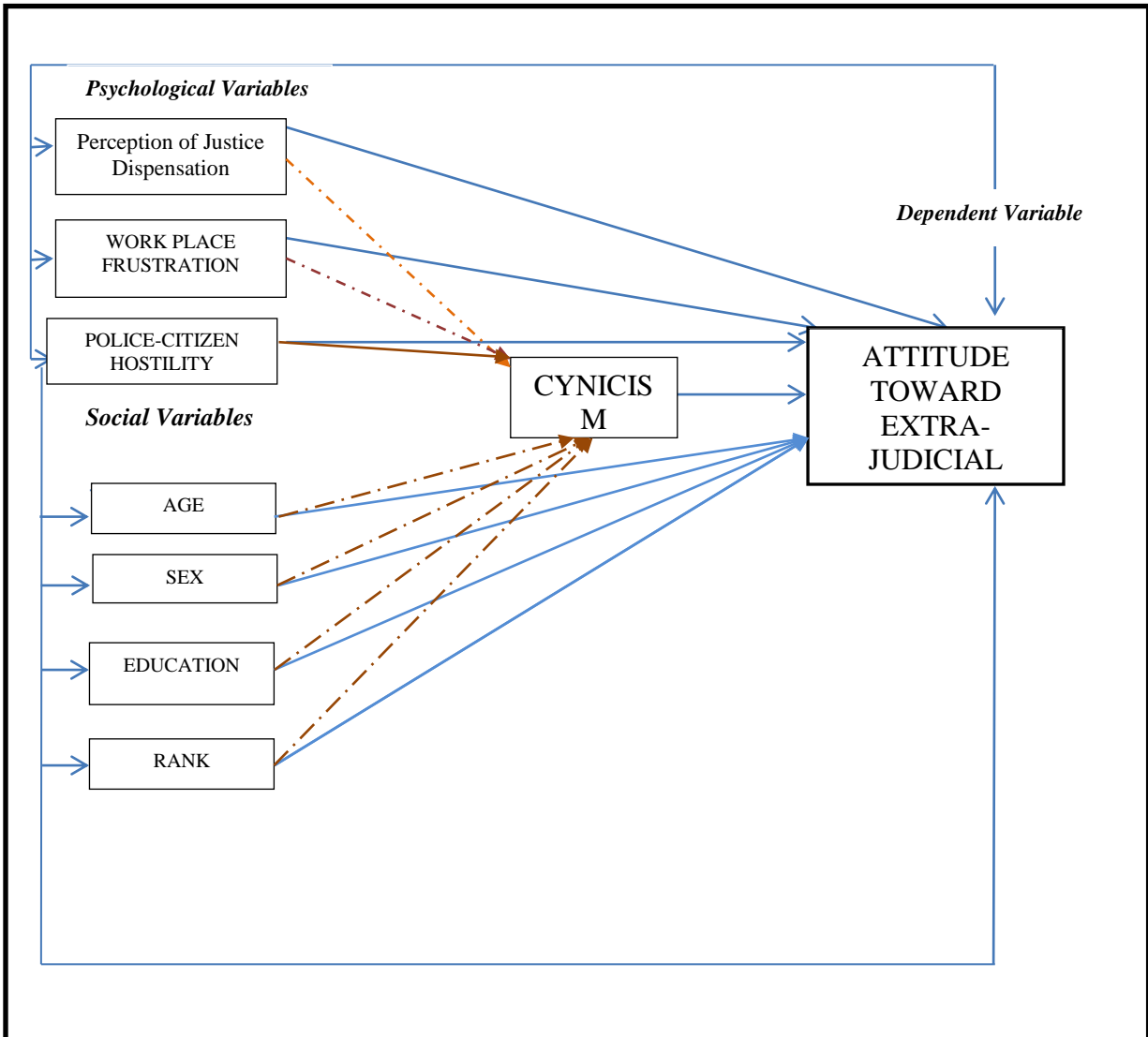


**Fig 2.2: Psychosocial model of attitude towards extra judicial killings**

**Source** : Researcher (2017)

This study is of the view that attitude towards extra-judicial killings is a product of frustrations generated from workplace frustration, justice dispensation, citizens hostility and cynicism among police personnel. Dollard's Frustration-Aggression hypothesis outlines how a police officer may end up becoming forceful as a result of frustration. The amount of frustration influenced the power of preventing an objective and coordinated behaviour. The more extraordinary the circumstance, the higher the likelihood to incite a forceful conduct. In the case of police personnel, work-place frustration might be the basis of the level of aggressive behavior which largely forms the background to unprofessional behaviour. Frustration anger hypothesis (Griffin & Bernard, 2003) depends on a huge and settled assemblage of natural and mental research about physiological excitement, which is the body's "fight or flight" reaction to being compromised. This assemblage of research finds that individuals who are constantly provoked will in general translate a more extensive assortment of occasions as compromising than do other individuals. Working in hostile organisation and service environment leads to Mental contract infringement and implied contract infringement, according to Andersson (1996), are important predictors of employee cynicism. Recent theoretical findings in police studies and related fields, have claimed that the relationship between police personnel perceptions of the judiciary in terms of justice dispensation (courts/Judges) and police personnel attitude towards extra judicial killing results from the direct influence of institutional factors reflected along various levels of police-citizens interactions and socialization. Also, there is the generalization among researchers and writers that police cynicism is a central factor that is said to underly all police deviant or unprofessional behaviour toward the citizens, but with almost no empirical evidence to justify it. Previous researches outside Nigeria may have reportedly delved into attitude of police personnel but such may not have systematically tested for the mediatory role of cynicism in the overall outcome. This study hypothesized workplace frustration, justice dispensation, citizens hostility, cynicism and among police personnel will have a direct effect towards extra judicial killing. The study also proposed that cynicism will mediate in the relationship between the dependent variable (Attitude towards extra judicial killing) and the independent variables (workplace frustration,

justice dispensation, citizens hostility, cynicism, Education attainment among police personnel).

## 2.6    Hypotheses

The following hypotheses are hereby proposed:

I.   Social (sex, age, education, and rank) and psychological (Work-place frustration, police-citizen hostility and perception of justice dispensation) factors will have significant joint and independent prediction on police personnel attitude toward extra-judicial killing.

II.  Social (sex, age, education, and rank) and psychological (Work-place frustration, police-citizen hostility and perception of justice dispensation) factors will significantly jointly and independently predict cynicism among police personnel.

III. Cynicism will significantly mediate the relationship between psychosocial factors and attitude toward extra-judicial killing among Nigeria police personnel.

IV.  Education will have a significant effect on attitude towards extra-judicial killing among Nigeria police personnel.

V.   The rank and file will be more positively disposed to extra-judicial killing than the officers' corps of the Nigeria Police Force.

# CHAPTER THREE
# METHOD

## 3.1    Research design

Mixed methods study design supported the development of appropriate quantitative instruments that provide accurate measures. This exploratory *sequential mixed method design* includes first gathering subjective exploratory information, investigating the data, and utilizing the discoveries to build up a psychometric instrument very much adjusted to the example under examination. An analysis of multiple approaches uses more than one method where the data collections are applied in phases, either the qualitative approach or the quantitative approach may first be gathered, but the sequence is linked to the goals the researcher is seeking. The study is in two phases. Phase one is a qualitative study which involves free response sampling of key informants in the conceptualisation and definition of attitude towards extra judicial killing. This was followed by experts' validations (face validity) and pilot study (construct validation) of the items endorsed by the experts and other standardised instruments utilised in the study. Stage two involves investigation of the psychosocial predictors of attitude towards extra-judicial killings among the personnel of the Nigeria Police and the mediatory role of police organizational cynicism. Independent variables in the study are work-place frustration, police-citizens' hostility, perception of justice dispensation, gender, length of service, educational status, rank and present job assignment. The dependent variable in the study is attitude toward extra-judicial killing.

## 3.2.1   1st Phase (Exploratory Study)

## Stage I: Development of initial pool of items

The motivation behind the present examination was to build up another survey instrument to evaluate wide impression of the police, just as open demeanors about police predisposition and biased practices. The was done with the aim of making a measure that

could be rapidly and proficiently be directed to various gatherings of people, so as to survey wide view of the extrajudicial killings among the police work force. A short, compact measure would likewise help with gathering information from bigger examples, especially from gatherings that are less open or have been generally under explored.

The first activity was to clearly define the construct to be measured. Attitude towards extrajudicial killings in literature was defined using identified descriptors such as the predisposition to accept unwarranted, illegal or excessive and use of lethal force against suspects or when the personnel is not threatened or exposed to any form danger from the suspect. The factors (constructs) theoretically underlying these Items were generated from literature review and theory.

Within the literature review, items measuring attitude towards extra judicial killings were generated and along with it four variables associated with the phenomenon were also identified and items measuring these factors were also generated. Items were to be concise, yet meaningful (DeVellis, 1991), while minimizing the degree of inference required of participants (Whitley, 1996). A total of two hundred and fifty initial items were generated. After the extensive review, the author chose to include five domains in the questionnaire. These are :attitude towards extra judicial killing, justice dispensation, police-citizens' hostility, police cynicism and work-place frustration.


**Stage 2: Face validity**

**Participants and Sampling**

The five subject matter experts (SMEs) who agreed to participate were requested to complete both the ratings of evaluation of items. A panel of subject matter experts (SME) was recruited to evaluate an initial pool of two hundred and thirteen items measuring work-place frustration, police-citizens' hostility, perception of justice dispensation, cynicism and attitude towards extra judicial killings. The panel of SMEs, composed of five lecturers, who are Ph. D holders and experts in related studies. The five lecturers were recruited through purposive sampling technique from the Departments of Psychology, Guidance and Counselling and Institute of Peace and Strategic Studies, University of Ibadan. All the respondents (100%) were males and their positions ranged, from Associate Professors to full Professors.

**Instrument**

Two hundred and thirteen(213) items measuring the work-place frustration, police-citizens' hostility, perception of justice dispensation, cynicism and attitude towards extra judicial killing were made into a questionnaire format using, 'Yes' and 'No' format and given to experts to rate the appropriateness of each item.

**Procedure**

DeVellis' (1991) guide to scale development provides a basis for the content validity study. The development of the attitude towards extra-judicial killing scale consisted of the following procedure. The content validity study, whereby items are qualitatively reviewed by: experts who have extensively studied police use of force; and security practitioners (Rubio, et al., 2003). Academic and lay experts in the fields of policing were contacted and asked to review the initial pool of items. Reviewers/SMEs were asked to evaluate:

1) The clarity of each item;

2) How relevant they thought each item was to the construct of police use of force;

3) To which theoretical factor of attitude towards extra judicial killing each item belongs; and

4) The feasibility of each item in a final scale to measure attitude towards extra judicial killing.

An agreement was recorded, if all the five experts identically indicate that an item meets face value or not. A disagreement was recorded if items were not scored identically. An index<.80 or 80 % was required to establish the factorial validity. Items that did not meet this criterion were eliminated from the item pool. Items meeting the criterion formed the version of the attitude towards extrajudicial killing for further use in the psychometric analysis.

**Method of Data Analysis**

The data collected from the respondents was analysed using the Statistical Package for Social Sciences (SPSS) software. Item analyses were done using simple percentage and frequency counts. Interrater consistent was tested using, Intraclass Correlation Coefficient analysis. This was used to test the interrater agreement of the experts at 0.05 level of significance.

**Table 3.1: Result of Face validity Showing the Number of Item Endorsed**

| | Initial number of items generated | Number of items retained by expert | Inter-rater reliability (Inter-class Correlation Coefficient analysis) |
|---|---|---|---|
| Attitude towards extra judicial killing | 38 | 31 | 0.45 |
| Justice dispensation | 25 | 21 | 0.38 |
| Police-citizens' hostility | 35 | 27 | 0.53 |
| Cynicism | 57 | 55 | 0.49 |
| Work-place frustration | 58 | 57 | 0.34 |
| Total | 213 | 191 | |

**Face validity**

Thirty-eight (38) items were generated from literature and unstructured interviews with police personnel to measure attitude towards extra judicial killing. The 38 items were subjected to face validity with five experts for the suitability of the items to be ascertained. Items that had 80% agreement were retained and this yielded 31 items. The inter-rater reliability was 0.45. Twenty-five (25) items were generated from literature and unstructured interviews with police personnel. The scale was subjected to face validity with five experts for the suitability of the items to be ascertained. Items that had 80% agreement were retained and this yielded 22 items. The inter-rater reliability was 0.38. Thirty-five (35) items were generated from literature and unstructured interviews with police personnel. The scale was subjected to face validity with five experts for the suitability of the items to be ascertained. Items that had 80% agreement were retained and this yielded 27 items. The inter-rater reliability was 0.53. Fifty-seven (57) items were generated from literature and unstructured interviews with police personnel. The scale was subjected to face validity with five experts for the suitability of the items to be ascertained. Items that had 80% agreement were retained and this yielded 55 items. The inter-rater reliability was 0.49. Fifty-eight (58) items were generated from literature and unstructured interviews with police personnel. The scale was subjected to face validity with five experts for the suitability of the items to be ascertained. Items that had 80% agreement were retained and this yielded 57 items. The inter-rater reliability was 0.34

**Stage 3:**

**Pilot Study (Validation of the scales)Construct Validity**

The items generated from literature and interviews with personnel of the Nigeria Police Force concerning the concepts subjected to face validity (Lacity &  Jansen, 1994) and content validity (Mislevy, 2004). Only the items with 80% support were included in the scale. The items that passed the face validity criteria were taken to the field for a pilot study. The response format to the items in the questionnaire ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1).

**Instrument**

The instrument for the pilot study is made up of six sections A -F.

**Section A:** This section comprises eight demographic items about the participants as follows: sex, religion, age, marital status, education, ethnicity, rank, and present job assignment.

**Section B:** This section consists of the 31 items Attitude Towards Extra-Judicial Killing scale which was developed by the researcher. The response format to the items in the questionnaire ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more positive his/her attitude towards extra-judicial killing.

**Section C:** This section consists of the perception of justice dispensation scale which was developed by the researcher. Twenty-two (22) items scored on a Likert response format ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more negative his/her perception of justice dispensation.

**Section D:** This section consists of the police-citizen hostility scale which was developed by the researcher. The 27 items scale was responded to on a five point likert scoring: Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more hostility from the public is perceived.

**Section E:** This section consists of the police organisation cynicism scale which was developed by the researcher. Fifty- five (55) items scored on likert response format to the items ranged from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more cynical the police personnel is to his/her job and the public.

**Section F:** This section consists of the police work-place frustration scale which was developed by the researcher. Fifty-eight (58) items. The response format to the items in the questionnaire ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more workplace frustration.

**Procedure**

The item refinement was carried out in the pre-pilot study. These items were used for the study. Informed consent was obtained from the respondents before the administration of questionnaires. One on one procedure was used to administer the questionnaires to the respondents at their workplaces. All the questionnaires were properly filled and used for the analysis.

**Method of Data Analysis**

The data collected from the respondents was analysed, using the Statistical Package for Social Sciences (SPSS) software. Item analyses were done using inferential statistics, such as, principal component analysis, cronbach alpha and split half reliability. Pearson Correlation was used to test the mean differences based on the socio-demographic characteristics at 0.05 level of significance.

**Results**

The ages of the police personnel ranged, from 24 to 59 years with the mean age of 35.16 (S. D=7.31) years. Eighty percent (80%) of the personnel sampled were males while females were 20%. Singles were 34%; married were 61% and 5% were either separated or divorced. The duty posting of the respondents include: investigation (24%), intelligence (20.4%)anti-robbery squad (38.1%), guard duties (6.6%), patrol (7.0%) and other categories (3.9%).

**Results of the Pilot study**

The scales were subjected to item analysis, such that, only the items with reliability coefficient of 0.3 and above were retained in the scale, while items with less than 0.3 reliability coefficients were removed. The resulting final items were thereafter subjected to principal component analysis (PCA). The number of factors for the scales were not pre-determined by the researcher but allow free reign based on meaningfulness and interpretability of the items.

**Reliabilities and internal consistency of newly developed scales**

The reliability was derived from the Cronbach Alpha Analysis. A low item-total correlation means the item is little correlated with the overall scale and the researcher should consider dropping it. A negative correlation indicated the need to recode the item in the opposite direction. The reliability analysis should be re-run, if an item is dropped or recoded.

Table 3.2: Summary of Cronbach alpha item analysis showing the total item correlation
and reliability of the newly developed scales

| Scale | Used items | Number of Items with reliability | Cronbach alpha | Correlation Between Forms | Split-form Cronbach | Spearman brown co-efficient |
|---|---|---|---|---|---|---|
| Attitude towards extra judicial killing | 31 | 21 | .86 | .51 | .78 .84 | .68 |
| Cynicism | 55 | 20 | .91 | .51 | .85 .74 | .69 |
| Justice dispensation | 21 | 16 | .88 | .53 | .89 .84 | .69 |
| Work-place frustration | 57 | 28 | .94 | .51 | .85 .74 | .72 |
| Police-citizens' hostility | 27 | 21 | .89 | .53 | .89 .84 | .71 |
| Total | 191 | 106 | | | | |

The result in Table 3.2 demonstrated that all the scales have meritorious reliability after the weak items with low reliability have been deleted. The reliability was derived from the Cronbach Alpha Analysis. Weak items were deleted based on low total item correlation of 0.3 standard set by scholars (Nunally, 1979). For attitude towards extra judicial killing, initial reliability was 0.58 of which 10 items were deleted for weak reliability. The reliability rose to 0.86 and the split-half reliability was meritorious (Part A= 0.89 and Part B = 0.81; correlation between forms of 0.51 and speraman-brown co-efficient was 0.68). The item analysis for the independent variables revealed that after item analysis, 35 items were deleted for police organizational cynicism scale, 5 items were deleted from the perception of justice dispensation scale, 29 –items were deleted for workplace frustration scale, and 6 items were deleted from Police-citizens' hostility scale. After the deletion, the scales demonstrated meritorious relaibilities. Police organizational cynicism ($\alpha$ = .91; Part A= 0.78; Part B = 0.84]; correlation between forms of 0.51 and speraman-brown co-efficient was 0.68), justice dispensation ($\alpha$ = .88; [Part A ($\alpha$) = 0.89; Part B ($\alpha$) = 0.84]; correlation between forms of 0.53 and speraman-brown co-efficient was 0.69), Work-place frustration ($\alpha$ = .94; [Part A ($\alpha$) = 0.89; Part B ($\alpha$) = 0.84]; correlation between forms of 0.51 and Speraman-Brown co-efficient was 0.72), and Police-citizens' hostility ($\alpha$ = .89; [Part A ($\alpha$) = 0.89; Part B ($\alpha$) = 0.84]; correlation between forms of 0.51 and speraman-brown co-efficient was 0.71) scales were all reliable. The reliable items were factor analysed.

**Factor Analysis**

Exploratory factor examination was done utilizing varimax turn to test dimensionality of the new scale structure to recognize factors that connected, and explained the basic measurements. The rule used to decide what number of components to hold was that of Kaiser (for example eigenvalues more prominent than 1 are held), which is one of the most generally used. Varimax is a symmetrical pivot strategy (that produces autonomous components = no multicollinearity) that limits the quantity of factors that have high loadings on each factor (cross loading). This technique rearranges the translation of the elements.

**Attitude Towards Extrajudicial Killings**

The scale was analysed using exploratory factor analysis using the principal factor analysis, using varimax rotation to address the dimensionality of the scale. The Bartlett test and Measure of Sampling Adequacy (MSA) and Bartlett test of sphericity supports that the correlation matrix as significant correlations can be factorized. Kaiser-Meyer measure of MSA was 0.79 showing a good sampling adequacy (KMO = .79, $X^2$ = 5498.860, df = 78, p<.001. The Principle Axis Factoring (PAF) with varimax rotation revealed a four factor structure explaining 60.88% of the variance produced. The factor loading for the items ranged from .65 to .826, which indicated that all the items loaded well on the factors precipitated. Three factors were precipitated and labelled: "Utilitarianism"; Self-preservation and Proactive criminal justice approach dimensions of the attitude towards extra judicial killing.

**Police Organizational Cynicism**

The scale was analysed using exploratory factor analysis using the principal factor analysis and using varimax rotation to address the dimensionality of the scale. The Bartlett test and Measure of Sampling Adequacy (MSA) and Bartlett test of sphericity supports that the correlation matrix has significant correlations can be factorized. Kaiser-Meyer measure of MSA was 0.85 showing a good sampling adequacy (KMO = .85, $X^2$ = 8260.381, df = 105, $p<.001$. The Principle Axis Factoring (PAF) with varimax rotation revealed a four factor structure explaining 69.30 % of the variance produced. The factor loading for the items ranged from 0.508 to .794, which indicated that all the items loaded well on the factors precipitated. Four factors were precipitated and labelled: perceived bullying/persecutory, lack of motivation, career dissatisfaction and organizational decadence.

**Justice Dispensation**

The scale was analysed using exploratory factor analysis using the principal factor analysis, using Varimax rotation to address the dimensionality of the scale. The Bartlett test and Measure of Sampling Adequacy (MSA) and Bartlett test of sphericity supports that the correlation matrix  as significant correlations can be factorized. Kaiser-Meyer's measure of MSA was 0.88 showing a good sampling adequacy (KMO = .88, $X^2$ = 5798.19, df = 66, $p<.001$. The Principle Axis Factoring (PAF) with Varimax rotation

revealed a four factor structure explaining 64.51% of the variance produced. The factor loading for the items ranged from .511 to .891, which indicated that all the items loaded well on the factors precipitated. Three factors were precipitated and labelled: ambivalent judicial process, distrust for police investigation and lack of judicial support.

**Work-Place Frustration**

The scale was analysed using exploratory factor analysis using the principal factor analysis, using varimax rotation to address the dimensionality of the scale. The Bartlett test and Measure of Sampling Adequacy (MSA) and Bartlett test of sphericity supports that the correlation matrix as significant correlations can be factorized. Kaiser-Meyer's measure of MSA was 0.76 showing a good sampling adequacy (KMO = .85, $X^2$ = 19452.93, df =85, $p<.001$. The Principle Axis Factoring (PAF) with varimax rotation revealed a four factor structure explaining 66.27% of the variance produced. The factor loading for the items ranged from 0.673 to .859, which indicated that all the items loaded well on the factors precipitated. Four factors were also precipitated and labelled: Persecution; Lack of intangible reward; Career demotivation, and Lack of organizational support.

**Police-Citizen Hostility**

The scale was analysed using exploratory factor analysis, the principal factor analysis and varimax rotation to address the dimensionality of the scale. The Bartlett test and Measure of Sampling Adequacy (MSA) and Bartlett test of sphericity support that the correlation matrix as significant correlations can be factorized. Kaiser-Meyer's measure of MSA was 0.76 showing a good sampling adequacy (KMO = .76, $X^2$ = 8532.88, df = 36, $p<.001$. The Principle Axis Factoring (PAF) with varimax rotation revealed a four factor structure explaining 74.50% of the variance produced. The factor loading for the items ranged from 0.673 to .859, which indicated that all the items loaded well on the factors precipitated. Three factors were also precipitated and labelled: Negative attitude toward police; lack of cooperation and lack of confidence in the police.

**Table 3.3:** Summary of Construct Validity (Factor Analysis), Cronbach Alpha Item Analysis Showing the Psychometrics of the Newly Developed Scales

| | Reliability | Factor | (KMO | Variance explained |
|---|---|---|---|---|
| Attitude towards extra judicial killing | .858 | Utilitarianism | 79, $X^2$(78)= 5498.860 | 60.885 |
| | | Self-preservation | | |
| | | Proactive criminal justice approach | | |
| Police organizational cynicism | .907 | Perceived Bullying/Persecutory | .85, $X^2$(105)= 8260.381 | 69.292 |
| | | Lack of motivation | | |
| | | Career Dissatisfaction | | |
| | | Organizational decadence | | |
| Justice dispensation | .883 | Ambivalent judicial process | 76, $X^2$(66)= 5798.194 | 64.51 |
| | | Distrust for police investigation | | |
| | | Lack of judicial support | | |
| Police-citizen hostility | | Negative attitude toward police | | 74.50 |
| | | Lack of Cooperation | | |
| | 885 | Lack of confidence | .76, $X^2$ (36)= 8532.881 | |
| work-place frustration | | Persecution | | 66.265 |
| | | Lack of intangible reward | | |
| | | Career demotivation | | |
| | .947 | Lack of organizational support | 85, $X^2$(253)=19452.928 | |

The result of the validity of the five (5) scales reveals that they all have meritorious reliabilities. The scales were found to be multi-dimensioned in nature. All the scale demonstrated that the instrument was stable on the identified measures were construct that represent the measured dimension behaviors in the study.

**Main study**

**3.2     Setting**

The study was conducted in zones two (2) and eleven (11) of the Nigeria Police Force. Zone two comprises Lagos and Ogun state commands while zone eleven comprises :Ondo, Osun and Oyo state commands. These two zones were selected due to the prevalence of police extra-judicial killing reported in them. The researcher also finds these two zones more convenient to sample due to their proximity. Moreover, it could be inferred that these two zones were representative of the Nigeria Police Force since there is only one Police Force in Nigeria which is highly homogenous, thus having the same characteristics as all other zones in the country.

**3.3 Research Settings**

The population of the study were personnel of Nigeria Police Force in the commands and formations of zones two (2) and eleven (11). The Nigeria Police Force (NPF) is designated by Section 194 of the 1979 constitution as the national police of Nigeria with exclusive jurisdiction throughout the country. The organogram of Nigeria Police Force is into commands and formations. It is organised into 37 Commands which includes the thirty-six states commands and Abuja FCT. The formations include Railway Police command, Nigeria Port Authority Police command, Nigeria Air-wing Police command, and Marine Police Command, Police Mobile Force, Police Animal Formation and Police Anti-bomb/Anti -terrorist operation. However, this study focused on State commands, reason being that these are the commands that have a direct relationship with the citizens in the political nomenclature of states.

The Force Headquarters is the office of the Inspector General of Police. The task of the force is carried out through six departments:

A. Finance and Administration

B. Operations

C. Works and Logistics

D. Federal Department of Investigation

E. Training

F. Research

Each of the Departments is under the leadership of Deputy Inspectors - General of Police assisted by Assistant Inspectors – General of Police. The 37 State Police Commands, including FCT are further organised into 8 Zonal Commands. The Zonal commands are headed by Assistant Inspectors-General, while Commissioners of Police are in charge of State Commands.

Each of the state commands is divided into Area commands headed by Assistant Commissioners of Police, and divisions headed by Divisional Police Officers. A Special Anti-Robbery Squad (SARS) is found in all State Commands. The entire Force is under the command of the Inspector - General of Police. He is assisted by a Deputy Inspector General, with six others in charge of A, B, C, D, E, F departments at the Force Headquarters. The Commandants of the Police Staff College, Jos and Police Academy Wudil, Kano are also Assistant Inspectors General of Police, while the Police Colleges which are commanded by Commissioners of Police, and the Police Training Schools where recruits are trained under the direction of Assistant Commissioner of Police.

The NPF ranking structure begins from constable (as the least), corporal, sergeant and then members of the inspectorate forming the category known as men of the rank and file, commissioned officers begin from the rank of Assistant Superintendent of Police 2 (ASP2) to the Inspector General of Police which forms the Officers core.


### 3.4 Sampling

Multi-stage sampling technique was adopted for this study. This sampling approach splits a population into groups (or clusters) for the purpose of carrying out research. As each stage utilises sampling technique, it is only after the last round of sampling that individuals need to be listed. The Nigeria Police Force has twelve zones and thirty-seven commands across the federation. Hence, the researcher purposively selected two zones,

zones two and eleven as representatives of the twelve zones using the convenience sampling technique. One command in each zone was purposively selected, that is, Lagos State Command from zone two and Oyo State Command from zone eleven. The choice of the commands purposively picked is due to a high incidence of extra-judicial killings reported in those states (NONPRIN, 2010). Following this, the researcher randomly selected formations to be used in each of the selected state commands. Then, the respondents were selected in the formations using purposive sampling technique.

Zones two and eleven of the Nigeria Police Force have about 25,000 and 27,000 personnel respectively. The sample size calculated for each zone is 379 participants using "the Creative Research Systems" online sample size calculator. To control for attrition, 100 participants were added to each zone to make 479 participants per zone.

**Table 3.4:    Distribution of respondents based on socio-demographic characteristics**

| Variables | Response category | Frequency | Percent |
|---|---|---|---|
| Sex | Male | 676 | 63.3 |
| | Female | 392 | 36.7 |
| Age | 21-30  years | 143 | 13.4 |
| | 31-40 years | 577 | 54.0 |
| | 41-50 years | 242 | 22.7 |
| | 51-60 years | 106 | 9.9 |
| Religion | Christianity | 835 | 78.2 |
| | Islam | 216 | 20.2 |
| | Others | 17 | 1.6 |
| Zone | Xl | 267 | 25.0 |
| | II | 787 | 75.0 |
| State command | Ogun | 75 | 7.0 |
| | Lagos | 487 | 45.6 |
| | Oyo | 395 | 37.0 |
| | Osun | 47 | 4.4 |
| | Ekiti | 64 | 1.1 |
| Marital status | No response | 18 | 1.7 |
| | Married | 918 | 86.0 |
| | Single | 107 | 10.0 |
| | Divorced | 18 | 1.7 |
| | Widowed | 7 | .7 |
| Education | Primary | 29 | 2.7 |
| | Secondary | 356 | 33.3 |
| | OND / NCE | 341 | 31.9 |
| | HND / Degree | 269 | 25.2 |
| | Post graduate | 73 | 6.8 |

Table 3.4a shows that 63.3% of the respondents were males while 36.7% were females. 13.4% were 21-30 years of age, 54.0% were 31-40 years, and 22.7% were 41-50 years of age while 9.9% were 51-60 years of age. 78.2% were Christians, 20.2% were Muslims while 1.6% had other religions. 86.0% were married, 10.0% were single, 1.7% were divorced while 0.7% were widowed. 2.7% had primary education, 33.3% had secondary education, 31.9% had OND / NCE, and 25.2% acquired HND / university degrees while 6.8% possess a post graduate degree.

**Table 3.4b:    Distribution of Respondents Based on Socio-Demographic**
**Characteristics**

| Variables | Response category | Frequency | Percent |
|---|---|---:|---:|
| Ethnic group | Yoruba | 828 | 77.5 |
| | Igala | 41 | 3.8 |
| | Igbo | 58 | 5.4 |
| | Efik | 15 | 1.4 |
| | Ogoja | 3 | .3 |
| | Afema | 6 | .6 |
| | Ibiblo | 2 | .2 |
| | Ikio | 2 | .2 |
| | Hausa | 9 | .8 |
| | Edo | 8 | .7 |
| | Kabba | 1 | .1 |
| | IJaw | 4 | .4 |
| | Benin | 1 | .1 |
| | Fulani | 1 | .1 |
| | Esin | 1 | .1 |
| | Agbo | 3 | .3 |
| | Ishan | 3 | .3 |
| | Nure | 3 | .3 |
| | Ekoyi | 2 | .2 |
| | Urobo | 10 | .9 |
| | Tiv | 20 | 1.9 |
| | Janjo | 30 | 2.8 |
| | Idoma | 14 | 1.3 |
| | Adara | 3 | .3 |
| Years in service | 1-10 years | 305 | 28.6 |
| | 11-20 years | 474 | 44.4 |
| | 21-35 years | 289 | 27.1 |
| Rank | Rank & File | 532 | 49.8 |
| | Inspectorate | 344 | 32.2 |
| | Officer | 192 | 18.0 |
| | | | |

Table 3.4b shows that 77.5% of the respondents were Yoruba, 3.8% were from Igala, 5.4% were Igbo, 1.4% were Efik, 0.3% were from Ogoja, 0.6% were from Afema, 0.2% were from Ibibio, 0.2% were from Ikio, 0.8% were Hausa, 0.7% were from Edo, 0.1% were from kabba, 0.4% were Ijaw, 0.1% were from Benin, 0.1% were Fulani, 0.1% were Esin, 0.3% were from Agbo, 0.3% were Ishan, 0.3% were Nure, 0.2% were from Ekoyi, 0.9% were Uhrobo, 1.9% were Tiv, 2.8% were from Janjo, 1.3% were from Idoma while 0.3% were from Adara. 28.6% reported that they were in service for 1-10 years, 44.4% were in service for 11-20 years while 27.1% were in service for 21-35 years. 49.8% reported that they were in Rank & File, 32.2% were inspectorates while 18.0% were officers.

**Table 3.4c:    Distribution of Respondents Based on Socio-Demographic Characteristics**

| Variables | Response category | Frequency | Percent |
|---|---|---|---|
| Present Job Assignment | Administration | 317 | 29.7 |
| | Investigation | 301 | 28.2 |
| | Intelligence | 90 | 8.4 |
| | Anti-Robbery | 97 | 9.1 |
| | Guard | 72 | 6.7 |
| | Patrol | 75 | 7.0 |
| | VIP Protection | 2 | .2 |
| | Escorts | 5 | .5 |
| | Counter-terrorism | 22 | 2.1 |
| | PMF | 18 | 1.7 |
| | Prosecution | 4 | .4 |
| | Marine police | 35 | 3.3 |
| | Tailoring | 24 | 2.2 |
| | Cobbler | 3 | .3 |
| | Anti-bomb | 1 | .1 |
| | State stone department | 2 | .2 |

Table 3.4c shows that 29.7% were admin staff, 28.2% were in investigation department, 8.4% were in intelligence department, 9.1% were in anti-robbery squad, 6.6% were guards, 7.0% were patrols, 0.2% were Very Important Person (VIP) protection, 0.5% were escorts, 2.1% were counter-terrorism officers, 1.7% were Police Mobile Force (PMF), 0.4% were prosecutors, 3.3% were marine police, 2.2% were tailors, 0.3% were cobblers, 0.1% were anti-bomb officers while 0.2% were in state stone departments.

## 3.5 Instruments

The data in the main study was also collected with the aid of a questionnaire containing six sections (demographic section and five scales). Scales were developed and validated to measure the variables in the study (attitude towards extra-judicial killing, perception of justice dispensation, police-citizen hostility, police cynicism, and police work-place frustration).

**Section A:** This section comprises eight demographic items about the participants as follows: sex, religion, age, marital status, education, ethnicity, rank, and present job assignment.

**Section B:** This section consists of the 21-items Attitude Toward Extra-Judicial Killing scale developed by the researcher. The response format to the items in the questionnaire ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more positive his/her attitude towards extra-judicial killing. The reliability from the valiation study was 0.86 cronbach alpha

**Section C:** This section consists of the perception of justice dispensation scale which was developed by the researcher. Twenty-two (22) items scored on a likert response format ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more negative his/her perception of justice dispensation. The reliability from the valiation study was 0.91 cronbach alpha.

**Section D:** This section consists of the police-citizens' hostility scale which was developed by the researcher. The 27 items were responded to a five point likert scoring: Strongly

Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more hostility from the public is perceived. The reliability from the valiation study was 0.88 cronbach alpha.

**Section E:** This section consists of the police cynicism scale which was developed by the researcher. Fifty- five (55) items scored on likert response format to the items ranged from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more cynical the police personnel is to his/her job and the public. The reliability from the valiation study was 0.89 cronbach alpha.

**Section F:** This section consists of the police work-place frustration scale which was developed by the researcher. Fifty-eight (57) items  scored on the response format to the items in the questionnaire ranges from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) to Strongly Disagree (1). The higher a police officer's score on this scale, the more the workplace frustration. The reliability from the valiation study was 0.95 cronbach alpha.

### 3.6    Procedure

A letter of introduction was obtained from the Department of Psychology, University of Ibadan by the researcher, seeking the permission of the authorities of the Nigeria Police Force to carry out this study amidst the personnel. The researcher sought the consent of each officer or men to whom a questionnaire booklet was administered to in the study by explaining the importance of the study to them and highlighting that participation in the study is voluntary; an informed consent accompanied the copies of the questionnaire administered.Actual data gathering includes administration and retrieval of the questionnaire from the sampled participants throughresearch assistants; administration was done in the police stations. The duration of the administration was six weeks. The response rate was 92.1% Thecopies of questionnaire that were well filled were analyzed in the study.

## 3.7    Statistical Analyses

Hypothesis one was tested with the multiple regression analysis to determine the prediction of the independent variables on the dependent variable. Hypothesis two were tested with the multiple regression analysis to show the relationship between the independent variables and the mediatory variable. Hypothesis three was tested with path analysis to determine the mediating influence of cynicism on the relationship between the independent variables and the dependent variables. Hypotheses four and five were tested with a One-way Analysis of Variance (ANOVA). All the hypotheses were tested at 0.05 level of significance.

## 3.8    Ethical Approval

An ethical  approval to conduct the study was granted by the University of Ibadan/ University College Hospital (UI/UCH) ethical review committee.

# CHAPTER FOUR
## RESULTS

This chapter presents the results of the data analysed and interpretation of the findings. In particular, the research provided answers to five hypotheses of the research. The statistical tools utilised include: Pearson Product Moment Correlation, t-test for independent samples to test significant difference between independent groups and multiple regression analysis to assess the independent variables composite relationship. The summary of Zero-order relationship is presented in Table 4.1.

**Table 4.1: Zero-order correlation Showing the Relationship among Work-Place frustration, Police-Citizen Hostility, Perception Of Justice Dispensation, Age, Gender and Attitude Towards Extra Judicial Killing**

| | Mean | S.D | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Extra Judicial killing | 82.86 | 11.57 | - | .643** | .309** | .252** | .364** | 140** | .067* | .019 | .067* | .085** | .131** | -.008 |
| 2. Cynicism | 76.67 | 14.06 | | - | .176** | .290** | .364** | 085** | .050 | .011 | .037 | .058 | .107** | .021 |
| 3. Justice Dispensation | 84.77 | 11.81 | | | - | .355** | .115** | 032 | .017 | .028 | .004 | .005 | .039 | .022 |
| 4. Hostility | 67.08 | 7.93 | | | | - | .158** | 031 | .042 | .046 | -.010 | .018 | .040 | .026 |
| 5. Frustration | 95.25 | 23.92 | | | | | - | )04 | -.068* | .048 | -.001 | -.055 | -.021 | -.006 |
| 6. Sex | 1.36 | .49 | | | | | | | -.159** | .111** | -.149** | -.059 | -.142** | .040 |
| 7. Age | 38.82 | 7.63 | | | | | | | - | -.105** | .060* | .658** | .480** | .020 |
| 8. Marital status | 1.14 | .47 | | | | | | | | - | .017 | -.059 | -.095** | .060 |
| 9. Education | 2.99 | .97 | | | | | | | | | - | -.003 | .288** | -.242** |
| 10. Years in service | 1.98 | .75 | | | | | | | | | | - | .362** | .069* |
| 11. Rank | 1.67 | .77 | | | | | | | | | | | - | -.106** |
| 12. Present job assignment | 3.49 | 3.27 | | | | | | | | | | | | - |

Table 4.1 reveals that cynicism (r=.64, p<.05), justice dispensation (r=.31, p<.05), hostility (r=.25, p<.05), job frustration (r=.36, p<.05), age (r=.07, p<.05), education (r=.07, p<.05), years in service (r=.09, p<.05) and rank (r=.13, p<.05) were significant correlates of Attitude towards extra judicial killings. However, sex (r=-.14, p<.05) was inversely correlated with attitude towards extra judicial killings.

**Table 4.2: Zero-order correlation showing the relationship between the dimensions of work-place frustration, police-citizen hostility, perception of justice dispensation, age, gender and attitude towards extra judicial killing**

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Attitude Towards extra-Judicial Killing | 1 | .64** | .78** | .59** | .29** | .28** | .36** | .28** | .57** | .39** | .41** | .44** | .22** | .24** | .15** | .18** | .19** | .31** | -.14** | .07* | .13** | .09** | .13** |
| Self preservation | | 1 | .18** | .29** | .14** | .13** | .24** | .14** | .34** | .23** | .18** | .21** | .12** | .19** | .08** | 0.06 | .13** | 0.06 | -.10** | 0.03 | .08** | .13** | 0.05 |
| Proactive criminal justice | | | 1 | .35** | .28** | .25** | .19** | .24** | .40** | .33** | .37** | .37** | .21** | .23** | .12** | .18** | .15** | .23** | -.06* | 0.06 | 0.06 | 0.02 | .09** |
| Utilitarianism | | | | 1 | .19** | .16** | .26** | .15** | .44** | .23** | .20** | .33** | .06* | .19** | 0.04 | .20** | .20** | .21** | -.07* | .09** | .11** | .08** | .10** |
| Career Demotivation | | | | | 1 | .64** | .46** | .54** | .10** | .35** | .18** | .31** | .20** | 0.05 | .12** | .10** | .07* | .16** | 0.05 | -0.06 | -0.01 | -0.06 | -0.03 |
| Persecution | | | | | | 1 | .50** | .45** | .15** | .38** | .12** | .20** | .11** | .07* | 0.04 | 0.04 | 0.05 | .09** | 0 | -0.05 | 0.04 | -0.02 | 0.02 |
| Lack of reward | | | | | | | 1 | .51** | .34** | .27** | .15** | .27** | .16** | 0.05 | .08** | 0.04 | 0 | 0.05 | -.07* | 0 | .07* | 0.01 | 0.03 |
| Lack of organizational support | | | | | | | | 1 | .19** | .23** | .30** | .26** | .19** | .07* | .12** | 0.01 | .06* | 0.05 | 0 | -.12** | 0.06 | -.09** | -0.05 |
| Lack of motivation | | | | | | | | | 1 | .46** | .38** | .34** | .21** | .24** | .12** | .14** | .12** | .09** | -.09** | .10** | 0.06 | .09** | .12** |
| Perceived bullying | | | | | | | | | | 1 | .22** | .35** | .24** | .14** | .10** | .08** | .07* | .20** | -0.01 | -0.01 | 0.04 | 0.03 | .07* |
| Organizational decadence | | | | | | | | | | | 1 | .29** | .27** | .18** | .13** | 0 | 0 | .16** | -.07* | 0.01 | 0.04 | 0.02 | 0.05 |
| Career dissatisfaction | | | | | | | | | | | | 1 | .28** | .13** | 0.04 | .11** | 0.03 | .16** | -0.04 | -0.02 | .07* | -0.01 | .07* |
| Negative attitude toward police | | | | | | | | | | | | | 1 | .49** | .44** | .10** | .08** | .17** | -0.03 | 0.01 | 0.01 | 0.03 | 0.05 |
| Lack of cooperation | | | | | | | | | | | | | | 1 | .40** | .44** | .21** | .07* | -0.02 | .08** | 0.03 | 0.03 | 0.01 |
| Lack of confidence | | | | | | | | | | | | | | | 1 | .13** | .06* | .13** | -0.01 | 0.05 | -0.01 | 0.04 | 0.04 |
| Lack of judicial support | | | | | | | | | | | | | | | | 1 | .47** | .17** | -0.04 | 0.03 | 0.02 | -0.02 | 0.03 |
| Ambivalent judicial process | | | | | | | | | | | | | | | | | 1 | .24** | -0.02 | 0.01 | -0.02 | 0.02 | 0.01 |
| Distrust for police investigation | | | | | | | | | | | | | | | | | | 1 | -0.03 | -0.01 | .07* | 0.01 | 0.06 |
| Sex | | | | | | | | | | | | | | | | | | | 1 | -.16** | -.16** | -0.06 | -.15** |
| Age | | | | | | | | | | | | | | | | | | | | 1 | .06* | .66** | .49** |
| Education | | | | | | | | | | | | | | | | | | | | | 1 | 0.02 | .34** |
| Years in service | | | | | | | | | | | | | | | | | | | | | | 1 | .39** |
| Rank | | | | | | | | | | | | | | | | | | | | | | | 1 |

Table 4.2 reveals that self preservation (r=.64,p<.05), proactive criminal justice (r=.78,p<.05), utilitarian (r=.59,p<.05), career demotivation (r=.29,p<.05), persecution (r=.28,p<.05), lack of reward (r=.36,p<.05), lack of organizational support(r=.28,p<.05), lack of motivation (r=.57,p<.05), perceived bullying (r=.39,p<.05), organizational decadence (r=.41,p<.05), career dissatisfaction (r=.44,p<.05), negative attitude towards police(r=.22,p<.05), lack of cooperation(r=.24,p<.05), lack of confidence (r=.15,p<.05)and lack of judicial support(r=.18,p<.05) correlated with attitudes towards extra judicial killings.

Further, dimensions of ambivalent judicial process(r=.19,p<.05), distrust for police investigation(r=.31,p<.05), age(r=.07,p<.05), education(r=.13,p<.05), years in service(r=.09,p<.05) and rank(r=.13,p<.05) were significant correlates of attitudes towards extra judicial killings while sex (r=-.14, p<.05) were inversely correlated with of attitude towards extra judicial killings.

## HYPOTHESIS I

Hypothesis one states that social (sex, age, education, years in service and rank) and psychological (work-place frustration, police-citizen hostility, and perception of justice dispensation) factors will have significant joint and independent predictions on attitude towards extra-judicial killings among the personnel of the NPF. This hypothesis was tested using multiple regression analysis. The summary is presented in Table 4.3:

**Table 4.3: Multiple regression analysis showing the influence of social (sex, age, education, years in service and rank) and psychological (work-place frustration, police-citizen hostility and perception of justice dispensation) on Attitude towards extra judicial killings**

| | β | t | Sig. | R | $R^2$ | F | Sig. |
|---|---|---|---|---|---|---|---|
| Justice dispensation | .221 | 7.790 | <.05 | | | | |
| Hostility | .118 | 4.124 | <.05 | | | | |
| Frustration | .328 | 12.148 | <.01 | | | | |
| Sex | -.107 | -3.915 | <.05 | .51 | .26 | 45.810 | <.001 |
| Age | -.027 | -.723 | >.05 | | | | |
| Education | .070 | 2.450 | <.05 | | | | |
| Years in service | .083 | 2.336 | <.05 | | | | |
| Rank | .063 | 1.927 | >.05 | | | | |

Dependent Variable: Attitude towards extra-judicial killing

Results presented in Table 4.3 revealed that social (sex, age, education, years in service, and rank) and psychological (work-place frustration, police-citizen hostility and perception of justice dispensation) factors significantly and jointly predicted attitude towards extra judicial killing ($R^2 = 0.26$, F $(8,1059) = 45.810$, $p<.01$). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 26% of the total variance observed in attitude towards extra judicial killing. The result further revealed that sex ($\beta = -.11$, t= -3.92, $p<.05$), education ($\beta = -.07$, t= 2.45, $p<.05$), years in service $\beta = .08$, t= 2.34, $p<.05$), justice dispensation ($\beta = .22$, t= 7.79, $p<.05$), hostility ($\beta = .12$, t= 4.12, $p<.05$), and job frustration ($\beta = .33$, t= 12.15, $p<.05$) were significant predictors of attitude towards extra judicial killings. The stated hypothesis was therefore confirmed.

**Table 4.4: Multiple regression analysis showing the influence of social (sex, age, education, years in service, and rank) and psychological (work-place frustration, police-citizen hostility and perception of justice dispensation) on dimensions of Attitude towards extra judicial killing**

| | Utilitarian | | | Self-protection | | | Proactive criminal justice | | |
|---|---|---|---|---|---|---|---|---|---|
| | $\beta$ | T | sig | $\beta$ | T | Sig | $\beta$ | t | sig |
| (Constant) | 7.611 | 13.195 | .000 | 17.899 | 13.611 | .000 | -4.608 | -2.661 | .000 |
| Sex | -.037 | -1.26 | .208 | -.087 | -2.905 | .004 | -.037 | -1.274 | .203 |
| Age | .035 | .862 | .389 | -.103 | -2.480 | .013 | .052 | 1.298 | .194 |
| Education | .076 | 2.476 | .013 | .069 | 2.177 | .030 | .016 | .543 | .587 |
| Years in service | .052 | 1.366 | .172 | .204 | 5.197 | .000 | -.033 | -.874 | .383 |
| Rank | .025 | .713 | .476 | -.024 | -.668 | .504 | .056 | 1.625 | .104 |
| Justice dispensation | .256 | 8.419 | .000 | .077 | 2.449 | .014 | .157 | 5.204 | .000 |
| Hostility | .029 | .949 | .343 | .106 | 3.356 | .001 | .122 | 4.012 | .000 |
| Frustration | .202 | 6.999 | .000 | .165 | 5.536 | .000 | .282 | 9.856 | .000 |
| R | | .385 | | | .307 | | | .406 | |
| R Square | | .148 | | | .094 | | | .165 | |
| F | | 23.01 | | | 13.782 | | | 26.11 | |

Results presented in Table 4.4 revealed that socio-demographics and psychological factors significantly and jointly predicted utilitarian dimension of ATEJK ($R^2$= 0.15, F (8,1059) = 23.01, $p<.001$). It was thus revealed that the combination of socio-demographic and psychological factor accounted for the 0.15% of the total variance observed in utilitarian dimension of ATEJK. The result also revealed that social demographic and psychological factor significantly and jointly predicted self-preservation ($R^2$= 0.31, F (8,1059) = 13.78, $p<.001$). It was thus revealed that the combination of socio-demographic and psychological factor accounted for the 9% of the total variance observed in self-preservation dimension of ATEJK. It also revealed that social demographic and psychological factor significantly jointly predicted proactive criminal justice dimension of ATEJK ($R^2$= 0.41, F(8,1059)= 26.11, $p<.001$). It was thus revealed that the combination of socio-demographic and psychological factor accounted for the 17% of the total variance observed in proactive criminal justice. However, education ($\beta$ =.076, t= 2.476, $p<.01$), justice dispensation ($\beta$ = .26, t= 8.42, $p<.01$) and frustration ($\beta$ = .20, t= 6.99, $p<.01$) were significant predictors of utilitarian dimension of ATEJK. Also, sex ($\beta$ = -.09, t= -2.91, $p<.01$), age ($\beta$ = -.10, t= -2.48, $p<.01$), education ($\beta$ = .07, t= 2.18, $p<.01$), years in service ($\beta$ = .20, t= 5.20, $p<.01$), justice dispensation ($\beta$ = .08, t= 2.45, $p<.01$), hostility ($\beta$ = .11, t= 3.36, $p<.01$) and frustration ($\beta$ = .17, t= 5.54, $p<.01$) were significant predictors of self-preservation dimension of ATEJK. While justice dispensation ($\beta$ = .16, t= 5.20, $p<.01$), hostility ($\beta$ = .12, t= 4.01, $p<.01$) and frustration ($\beta$ = .28, t= 9.86, $p<.01$) were significantly predictors of proactive criminal justice dimension of ATEJK.

**Table 4.5: Multiple regression analysis showing the influence of social (sex, religion, age, marital status, education, ethnicity, rank, and present job assignment) and psychological factor on the dimensions of Attitude towards extra judicial killing among police officers**

| | Utilitarian | | | Self-protection | | | Proactive criminal justice | | |
|---|---|---|---|---|---|---|---|---|---|
| | $\beta$ | t | sig | $\beta$ | t | sig | $\beta$ | t | sig |
| (Constant) | 7.905 | 14.805 | .000 | 18.074 | 14.672 | .000 | -6.164 | -3.993 | .000 |
| Sex | -.033 | -1.173 | .241 | -.088 | -2.991 | .003 | -.024 | -.886 | .376 |
| Age | .032 | .815 | .415 | -.106 | -2.605 | .009 | .062 | 1.668 | .096 |
| Education | .063 | 2.148 | .032 | .065 | 2.113 | .035 | .005 | .177 | .860 |
| Years in service | .053 | 1.460 | .145 | .192 | 5.042 | .000 | -.041 | -1.173 | .241 |
| Rank | .015 | .432 | .666 | -.027 | -.752 | .452 | .032 | .986 | .325 |
| Lack of judicial support | .031 | .910 | .363 | -.109 | -3.028 | .003 | .037 | 1.135 | .257 |
| Ambivalent judicial process | .121 | 3.846 | .000 | .139 | 4.210 | .000 | .063 | 2.096 | .036 |
| Distrust for police investigation | .101 | 3.454 | .001 | -.038 | -1.251 | .211 | .095 | 3.405 | .001 |
| Lack of cooperation | .158 | 4.321 | .000 | .194 | 5.084 | .000 | .115 | 3.297 | .001 |
| Lack of confidence | -.017 | -.552 | .581 | .013 | .402 | .688 | .004 | .121 | .904 |
| Perceived bullying | .077 | 2.498 | .013 | .145 | 4.513 | .000 | .143 | 4.865 | .000 |
| Organizational decadence | .094 | 3.183 | .001 | .089 | 2.890 | .004 | .231 | 8.184 | .000 |
| Careerdis satisfaction | .254 | 8.126 | .000 | .119 | 3.641 | .000 | .191 | 6.416 | .000 |
| Lack of motivation | .075 | 2.456 | .014 | .054 | 1.709 | .088 | .106 | 3.660 | .000 |
| R | | .472 | | | .393 | | | .542 | |
| R Square | | .22 | | | .154 | | | .294 | |
| F | | 20.14 | | | 12.78 | | | 29.15 | |

Results presented in Table 4.5, revealed that social demographics and psychological factors significantly and jointly predicted utilitarian belief dimension of attitude towards extra judicial killing ($R^2$= 0.22, F (15,1052) = 20.14, $p<.001$). It was thus revealed that the combination of socio-demographic and dimensions of the psychological variables accounted for the 22% of the total variance observed in utilitarian belief dimension of attitude towards extra judicial killing.

The result also revealed that social demographic and psychological factor significantly jointly predicted self-protection beliefs about attitude towards extra judicial killing ($R^2$= 0.15, F (15, 1052) =12.78, $p<.001$). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 15% of the total variance observed in Self-protection beliefs about attitude towards extra judicial killing. Result also revealed that social demographics factors and psychological factor significantly jointly predicted proactive criminal justice belief ($R^2$= 0.29, F (15,1052) =29.15, $p<.001$). It was thus revealed that the combination of socio-demographic and psychological factor accounted for the 29% of the total variance observed in proactive criminal justice as follows: education ($\beta$ = .06, t= 2.15, $p<.01$), ambivalent judicial process ($\beta$ = .12, t= 3.45, $p<.01$), distrust for police investigation ($\beta$ = .101, t= 3.45, $p<.01$), negative attitude toward police ($\beta$ = -.17, t= -4.79, $p<.01$), lack of cooperation ($\beta$ = .16, t= 4.32, $p<.01$), perceived bullying ($\beta$ = .08, t= 2.50, $p<.01$), organizational decadence ($\beta$ = .09, t= 3.18, $p<.01$), career dissatisfaction ($\beta$ = .25, t= 8.13, $p<.01$) and lack of motivation ($\beta$ = .08, t= 2.46, $p<.01$)  were significant predictors of utilitarian belief dimension of attitude towards extra judicial killing. Sex ($\beta$ = -.09, t= -2.99, $p<.01$), age ($\beta$ = -.11, t= 2.61, $p<.01$), education ($\beta$ = .07 t= 2.11, $p<.01$), years in service ($\beta$ = .19, t= 5.04, $p<.01$), lack of judicial support ($\beta$ = -.11, t=-3.03, $p<.01$), negative attitude toward police ($\beta$ = -.08, t=-2.29, $p<.01$), lack of cooperation ($\beta$ = .19, t=5.08, $p<.01$), perceived bullying ($\beta$ = .15, t=4.51,  $p<.01$), organizational decadence ($\beta$ =.09, t=2.89, $p<.01$), and career dissatisfaction ($\beta$ = .12, t=3.64, $p<.01$) were significant predictors of self-protection beliefs about attitude towards extra judicial killing. Ambivalent judicial process ($\beta$ = .06, t= 2.10, $p<.01$), distrust for police trust ($\beta$ = .10, t= 3.41, $p<.01$), lack of cooperation ($\beta$ = .12 t= 3.30, $p<.01$), perceived bullying ($\beta$ = .14, t= 4.87, $p<.01$), organizational decadence ($\beta$ = .23, t=8.18, $p<.01$), career dissatisfaction ($\beta$ = .19, t= 6.42, $p<.01$), and lack of

motivation ($\beta$ = .11, t=3.66, $p<.01$) were significant predictors of proactive criminal justice beliefs about attitude towards extra judicial killing.

**HYPOTHESIS II**

Hypothesis two stated that social and psychological factors will have significant joint and independent predictions of cynicism among personnel of the NPF. This hypothesis was tested using multiple regression analysis and the result is presented in Table 4.6.

**Table 4.6:    Multiple Regression Analysis Showing the Influence of Social and Psychological Variables on Cynicism among Personnel of the NPF.**

| | β | t | Sig. | R | $R^2$ | F | Sig. |
|---|---|---|---|---|---|---|---|
| Justice dispensation | .058 | 1.984 | <.05 | | | | |
| Hostility | .212 | 7.183 | <.01 | | | | |
| Frustration | .328 | 11.767 | <.01 | | | | |
| Sex | -.066 | -2.341 | <.05 | .46 | .21 | 34.735 | <.001 |
| Age | -.024 | -.622 | >.05 | | | | |
| Education | .007 | .231 | >.05 | | | | |
| Years in service | .054 | 1.466 | >.05 | | | | |
| Rank | .084 | 2.553 | <.05 | | | | |

Dependent Variable: Cynicism

The result presented in Table 4.6, revealed that social (sex, age, education, ethnicity, years in service, and rank) and psychological (Work-place frustration, Police-citizen hostility and perception of justice dispensation) factors jointly and significantly predicted cynicism ($R^2$= 0.21, F (8,1059) = 34.735, $p$<.01). It was thus revealing that the combination of socio-demographic and psychological factors accounted for the 21% of the total variance observed in the reported pattern of cynicism among the personnel of the Nigeria police. The result further revealed that sex ($\beta$ = -.07, t= -2.34, p<.05), rank ($\beta$ = .08, t= 2.55, p<.05), justice dispensation ($\beta$ = .06, t= 1.98, p<.05), hostility ($\beta$ = .21, t= 7.18, p<.05), and job frustration ($\beta$ = .33, t= 11.76, p<.05) were significant predictors of cynicisms. The stated hypothesis was therefore accepted.

**Table 4.7: Multiple Regression Analysis showing the Influence of Social and Psychological Variables on Dimensions Cynicism among          Personnel of the NPF.**

| | DIMENSIONS OF POLICE JOB CYNICISM | | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | Perceived Bullying/Persecutory | | | | Lack of Motivation | | | | Career Dissatisfaction | | | | Organizational Decadence | | | |
| | B | S.E | $\beta$ | t | B | S.E | $\beta$ | t | B | S.E | $\beta$ | T | B | S.E | $\beta$ | t |
| (Constant) | 2.35 | 1.04 | | 2.261 | 11.48 | 1.99 | | 5.797 | .414 | .467 | | .886 | 4.415 | 1.112 | | 3.969 |
| Justice dispensation | .019 | .008 | .075 | 2.512* | .04 | .02 | .083 | 2.683* | .005 | .003 | .044 | 1.424 | -.002 | .008 | -.008 | -.243 |
| Hostility | .043 | .012 | .112 | 3.725* | .12 | .02 | .174 | 5.579* | .017 | .005 | .104 | 3.347* | .063 | .012 | .162 | 5.10* |
| Frustration | .046 | .004 | .361 | 12.758* | .04 | .01 | .181 | 6.171* | .017 | .002 | .299 | 10.239* | .026 | .004 | .204 | 6.83* |
| Sex | .004 | .179 | .001 | .025 | -.77 | .34 | -.067 | -2.25* | -.069 | .080 | -.025 | -.857 | -.391 | .191 | -.062 | -2.05* |
| Age | -.03 | .016 | -.070 | -1.762 | .02 | .03 | .023 | .552 | -.008 | .007 | -.045 | -1.108 | -.011 | .017 | -.027 | -.651 |
| Education | .01 | .093 | .003 | .088 | .08 | .18 | .015 | .469 | .044 | .042 | .033 | 1.056 | .048 | .100 | .015 | .485 |
| Years in service | .23 | .152 | .055 | 1.490 | .37 | .29 | .049 | 1.259 | -.003 | .069 | -.001 | -.039 | .097 | .163 | .023 | .595 |
| Rank | .33 | .138 | .081 | 2.368* | .48 | .26 | .065 | 1.817 | .126 | .062 | .072 | 2.028* | .126 | .148 | .031 | .855 |
| R | .43 | | | | .34 | | | | .36 | | | | .29 | | | |
| R Square | .18 | | | | .12 | | | | .13 | | | | .08 | | | |
| F | 29.48 | | | | 17.41 | | | | 19.48 | | | | 12.19 | | | |

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Results presented in Table 4.7 revealed that socio-demographics variable and psychological factors significantly jointly predicted perceived bullying ($R^2$= 0.18, F (8,1059) = 29.48, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 0.18% of the total variance observed in perceived bullying. The result also revealed that social demographic and psychological factors significantly jointly predicted lack of motivation ($R^2$= 0.12, F (8,1059) = 17.41, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 12% of the total variance observed in lack of motivation.

It also revealed that social demographic and psychological factors significantly and jointly predicted career dissatisfaction ($R^2$= 0.13, F (8,1059) = 19.48, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 13% of the total variance observed in career dissatisfaction. Also, the result also revealed that social demographic and psychological factors significantly and jointly predicted organizational decadence ($R^2$= 0.08, F (8,1059) = 12.19, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 8% of the total variance observed in organizational decadence. Justice dispensation ($\beta$ = .08, t= 2.51, $p$<.01), hostility ($\beta$ = .11, t= 3.73, $p$<.01), frustration ($\beta$ = .361 t= 12.76, $p$<.01)   and rank ($\beta$ = .08, t= 2.37, $p$<.01)   were significant predictors of perceived bullying. Justice dispensation ($\beta$ = .08, t= 2.68, $p$<.01), hostility ($\beta$ = .17, t= 5.58, $p$<.01), frustration ($\beta$ = .18, t= 6.17, $p$<.01)    and sex ($\beta$ = -.07, t= -2.25, $p$<.01) were significant predictors of lack of motivation. Hostility ($\beta$ = .10, t= 3.35, $p$<.01), frustration ($\beta$ = .30, t= 10.24, $p$<.01)  and rank ($\beta$ = .07, t= -2.03, $p$<.01)   were significant predictors of career dissatisfaction. Hostility ($\beta$ = .16, t= 5.10, $p$<.01), frustration ($\beta$ = .20, t= 6.83, $p$<.01) and sex ($\beta$ = -.06, t= -2.05, $p$<.01)    were significant predictors of organizational decadence.

**Table 4.8:** **Multiple Regression Analysis showing the Influence of Social (sex, religion, age, marital status, education, ethnicity, rank, and present job assignment) and Psychological Factor on Dimensions of Cynicism among Police Officers.**

| | Perceived Bullying/Persecutory | | | Lack of motivation | | | Career Dissatisfaction | | | Organizational decadence | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | $\beta$ | t | sig | $\beta$ | t | sig | $\beta$ | T | sig | $\beta$ | t | sig |
| (Constant) | 1.586 | 1.563 | .118 | 8.806 | 4.620 | .000 | .457 | 1.006 | .315 | 3.601 | 3.347 | .001 |
| Sex | .000 | .009 | .993 | -.040 | -1.414 | .158 | -.016 | -.576 | .565 | -.060 | -2.072 | .038 |
| Age | -.064 | -1.631 | .103 | .018 | .447 | .655 | -.034 | -.850 | .395 | -.005 | -.128 | .898 |
| Education | -.007 | -.223 | .824 | -.012 | -.413 | .680 | .023 | .748 | .454 | -.007 | -.218 | .828 |
| years in service | .047 | 1.287 | .198 | .035 | .933 | .351 | -.001 | -.027 | .978 | .018 | .478 | .632 |
| Rank | .073 | 2.155 | .031 | .075 | 2.201 | .028 | .067 | 1.963 | .050 | .036 | 1.036 | .300 |
| Lack of judicial support | -.009 | -.250 | .802 | .025 | .706 | .480 | .091 | 2.589 | .010 | -.064 | -1.780 | .075 |
| Ambivalent judicial process | -.006 | -.195 | .845 | .052 | 1.626 | .104 | -.065 | -2.023 | .043 | -.057 | -1.734 | .083 |
| Distrust for police investigation | .124 | 4.291 | .000 | .049 | 1.652 | .099 | .096 | 3.264 | .001 | .134 | 4.456 | .000 |
| Negative attitude toward police | .133 | 3.873 | .000 | .068 | 1.958 | .050 | .238 | 6.835 | .000 | .148 | 4.176 | .000 |
| Lack of cooperation | .092 | 2.509 | .012 | .176 | 4.729 | .000 | .016 | .437 | .662 | .129 | 3.391 | .001 |
| Lack of confidence | -.044 | -1.410 | .159 | -.021 | -.647 | .518 | -.138 | -4.335 | .000 | -.028 | -.853 | .394 |
| Persecution | .244 | 6.495 | .000 | .050 | 1.302 | .193 | -.059 | -1.548 | .122 | -.015 | -.389 | .697 |
| Lack of intangible reward | .063 | 1.838 | .066 | .325 | 9.363 | .000 | .124 | 3.570 | .000 | -.024 | -.665 | .506 |
| Lack of organizational support | -.006 | -.181 | .856 | .061 | 1.701 | .089 | .089 | 2.485 | .013 | .270 | 7.385 | .000 |
| Career demotivation | .128 | 3.264 | .001 | -.142 | -3.587 | .000 | .192 | 4.827 | .000 | .019 | .467 | .641 |
| R | .471 | | | .447 | | | .444 | | | .404 | | |
| R Square | .22 | | | .200 | | | .198 | | | .163 | | |
| F | 20.04 | | | 17.53 | | | 17.27 | | | 13.66 | | |

Results presented in Table 4.8 revealed that social demographics and psychological factors significantly and jointly predicted perceived bullying belief dimensions of cynicism ($R^2$= 0.22, F (15,1052) = 20.04, $p$<.001). It was thus revealed that the combination of socio-demographic and dimensions of the psychological variables accounted for the 22% of the total variance observed in perceived bullying belief dimensions of cynicism.

The result also revealed that social demographic and psychological factors significantly and jointly predicted lack of motivation about cynicism ($R^2$= 0.20, F (15,1052) =17.53, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 20% of the total variance observed in lack of motivation about cynicism. Result also revealed that social demographics and psychological factors significantly and jointly predicted career dissatisfaction belief ($R^2$= 0.20, F (15,1052) =17.27, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for 20% of the total variance observed in career dissatisfaction belief of cynicism. The result also revealed that social demographic and psychological factor significantly and jointly predicted organizational decadence about cynicism ($R^2$= 0.16, F (15,1052) =13.66, $p$<.001). It was thus revealed that the combination of socio-demographic and psychological factors accounted for the 16% of the total variance observed in organizational decadence about cynicism as follows: rank ($\beta$ = .07, t= 2.16, $p$<.01), distrust for police investigation ($\beta$ = .12, t= 4.29, $p$<.01), negative attitude toward police ($\beta$ = .13, t= 3.87, $p$<.01), lack of cooperation ($\beta$ = .09, t= 2.51, $p$<.01), persecution ($\beta$ = .24, t= 6.50, $p$<.01), and career demotivation ($\beta$ = .13, t= 3.26, $p$<.01) were significant predictors of perceived bullying belief dimension of cynicism. Rank ($\beta$ = .08, t= 2.20, $p$<.01), negative attitude toward police ($\beta$ = .07, t= 1.96, $p$<.01), lack of cooperation ($\beta$ = .18, t= 4.73, $p$<.01), lack of intangible reward ($\beta$ = .33, t= 9.36, $p$<.01), and career demotivation ($\beta$ = -.14, t= -3.59, $p$<.01) were significant predictors of lack of motivation belief dimension of cynicism. Rank ($\beta$ = .07, t= 1.96, $p$<.01), lack of judicial support ($\beta$ = .09, t= 2.59, $p$<.01), ambivalent judicial process ($\beta$ = -.07, t= -2.02, $p$<.01), distrust for police investigation ($\beta$ = .10, t= 3.26, $p$<.01), negative attitude toward police ($\beta$ =.24, t= 6.84, $p$<.01), lack of confidence ($\beta$ =-.14, t= -4.34, $p$<.01), lack of intangible reward ($\beta$ =.12, t= 3.57, $p$<.01), lack of organizational support

($\beta$ =.09, t= 2.49, *p*<.01) and career demotivation ($\beta$ =.19, t= 4.83, *p*<.01) were significant predictors of career dissatisfaction belief dimension of cynicism. sex ($\beta$ = -.06, t= -2.07, *p*<.01), distrust for police investigation ($\beta$ = .13, t= 4.46, *p*<.01), negative attitude toward police ($\beta$ =.15, t= 4.18, *p*<.01), lack of cooperation ($\beta$ =.13, t= 3.39, *p*<.01), and lack of organizational support ($\beta$ =.27, t= 7.39, *p*<.01)were significant predictors of organizational decadence belief dimension of cynicism.

## HYPOTHESIS III

Hypothesis three which states that cynicism will mediate the influence of individual factors on attitude towards extra-judicial killings was tested using structural equation modeling analysis in SPSS 24 based on Baron and Kenny's (1986) four step multiple regression mediation analysis. The result summary is presented in Table 4.9:

**Table 4.9: Summary of the Multiple Regression Analysis Based on Hierarchical Multiple Regression Analysis Showing the Mediating Effects of Cynicism on the Relationship between Psycho-Social Factors and Attitude Towards Extra Judicial Killing**

| | B | S.E | β | t | Sig | R | $R^2$ | $\Delta R^2$ | F | Sig. |
|---|---|---|---|---|---|---|---|---|---|---|
| Cynicism<- (Path A | | | | | | | | | | |
| Justice dispensation 2 | .069 | .035 | .058 | 1.967 | .049 | | | | | |
| Hostility | .374 | .052 | .211 | 7.151 | .000 | | | | | |
| Frustration | .192 | .016 | .327 | 11.787 | .000 | .45 | .21 | .21 | 39.79 | .000 |
| Sex | -1.75 | .803 | -.061 | -2.179 | .030 | | | | | |
| Highes tlevel of education | .228 | .421 | .016 | .542 | .588 | | | | | |
| Years in Service | .738 | .564 | .039 | 1.307 | .191 | | | | | |
| Rank | 1.488 | .591 | .080 | 2.519 | .012 | | | | | |
| Attitude towards extra judicial killing<- (Path B) | | | | | | | | | | |
| Cynicism | .507 | .018 | .646 | 27.623 | .000 | .70 | .49 | ..49 | 36.02 | .000 |
| Attitude towards extra judicial killing<- (Path C) | | | | | | | | | | |
| Justice dispensation | .207 | .027 | .221 | 7.793 | .000 | | | | | |
| Hostility | .163 | .040 | .117 | 4.105 | .000 | | | | | |
| Frustration | .152 | .012 | .329 | 12.201 | .000 | .51 | .26 | .26 | 52.30 | .000 |
| Sex | -2.354 | .611 | -.104 | -3.855 | .000 | | | | | |
| Highest level of education | .805 | .320 | .072 | 2.512 | .012 | | | | | |
| Years in service | 1.008 | .429 | .068 | 2.348 | .019 | | | | | |
| Rank | .804 | .449 | .055 | 1.789 | .074 | | | | | |
| Attitude towards extra judicial killing<- (Path C[i]) | | | | | | | | | | |
| Justice dispensation | .178 | .022 | .190 | 8.053 | .000 | | | | | |
| Hostility | .004 | .034 | .003 | .128 | .898 | | | | | |
| Frustration | .070 | .011 | .151 | 6.363 | .000 | | | | | |
| Sex | -1.61 | .508 | -.071 | -3.171 | .002 | .70 | .49 | 23 | 46.60 | .000 |
| Highest level of education | .708 | .266 | .063 | 2.663 | .008 | | | | | |
| Years in service | .694 | .357 | .047 | 1.947 | .052 | | | | | |
| Rank | .171 | .374 | .012 | .458 | .647 | | | | | |
| Cynicism | .425 | .019 | .542 | 21.931 | .000 | | | | | |

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As shown in Table 4.9, social (sex, education, years in service and rank) and psychological (work-place frustration, police-citizen hostility and perception of justice dispensation) factors jointly and significantly predicted attitudes toward extra-judicial killing. The independent variables of justice dispensation ($\beta$ =.06, t= 1.97, $p$<.01), perceived citizens' hostility ($\beta$ = .21, t= 7.15, $p$<.01), job frustration ($\beta$ = .33, t= 11.79, $p$<.01), sex ($\beta$ = -.06, t= -2.18, $p$<.01) and rank ($\beta$ = .08, t= 2.52, $p$<.01) were significant on cynicism in "Path A". Also, the variable cynicism ($\beta$ = .65, t= 27.62, $p$<.01) is significant on Attitude towards extra judicial killing in "path B".

The variable of justice dispensation ($\beta$ =.22, t= 7.79, $p$<.01), perceived citizens' hostility ($\beta$ = .12, t= 4.11, $p$<.01), job frustration ($\beta$ = .33, t= 12.20, $p$<.01), sex ($\beta$ = -.10, t= -3.86, $p$<.01) education ($\beta$ = .07, t= 2.51, $p$<.01) and years in service ($\beta$ = .07, t= 2.35, $p$<.01) were significant on attitude towards extra judicial killing in "path A".

Also, the variable of justice dispensation ($\beta$ =.19, t= 8.05, $p$<.01), frustration ($\beta$ = .15, t= 6.36, $p$<.01), sex ($\beta$ = -.07, t= - 3.17, $p$<.01), education ($\beta$ = .06, t= 2.66, $p$<.01) and cynicism ($\beta$ = .54, t= 21.93, $p$<.01) were significant on attitude towards extra judicial killing in "path C".
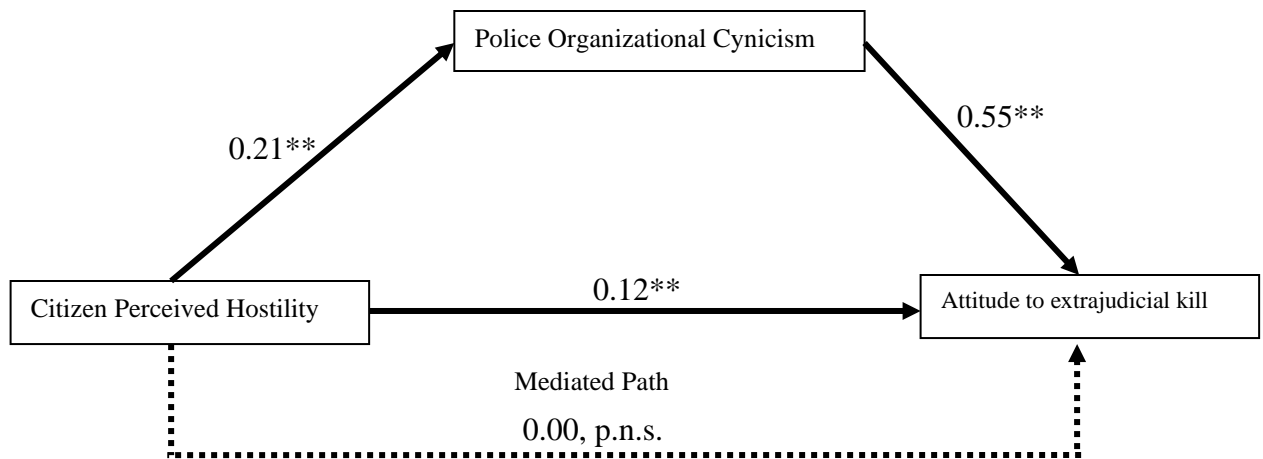
** *p<.05* (Significant at 0.05 level)

p.n.s = probability  not significant

**Fig 4.1: The mediation path diagramme showing the mediation effect of police organizational cynicism on the relationship between citizens perceived hostility and attitude towards extra judicial killing.**

Key :

Direct path

Mediated path
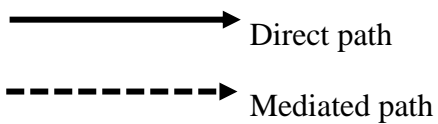
In the diagram fig 4.1, perceived citizens' hostility was shown significantly as predictor of police organizational cynicism in "Path A" (β = 0.21). Also, the variable, police organizational cynicism was shown to significantly predict Attitude towards extra judicial killing in "path B" (β = 0.55).  In model "path C", initially, perceived citizens' hostility was significant on Attitude towards extra judicial killing in "path C" (β = 0.12). However, in the mediated path (path 'c), the inclusion of police organizational cynicism reduced the influence of perceived citizen hostility from (β = 0.12) to (β = 0.00), revealing a full mediation.
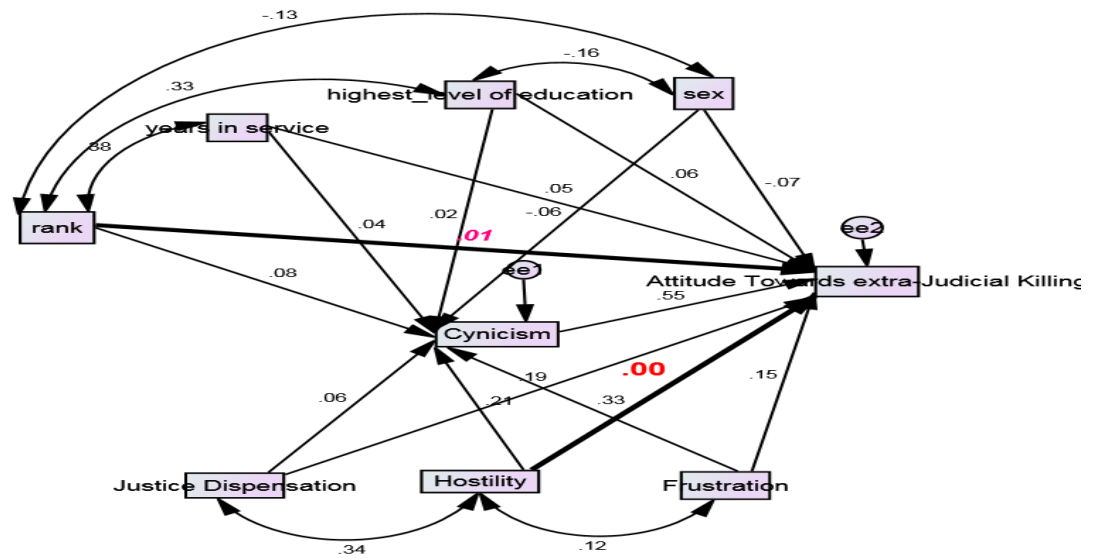
$e = R^2$ (cynicsm), $ee = R^2$ (attitude towards extra judicial killing)

**Fig 4.2: The mediation path diagramme showing the mediation role of police organizational cynicism on the relationship between citizens perceived hostility and attitude towards extra judicial killing in the final model.**

Key :

Mediated Direct path

Direct path
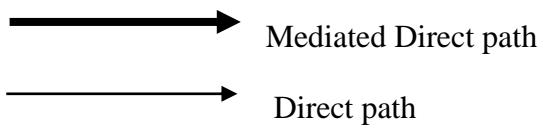
In the structural equation diagram (fig 4.2), the path from perceived citizens' hostility, justice dispensation, job frustration, rank and sex were shown to predict police organizational cynicism. However, in the final model, only justice dispensation, job frustration and police organizational cynicism predicted attitude towards extra judicial killing as the influence of Police-citizen hostility was non-significant. To test if this path was significant, a Sobel test was carried out using Precher J. online Sobel test analysis. The summary is presented in Table 4.10.

**Table 4.10: Summary of Precher J. online Sobel test analysis.**

| Attitude towards extra judicial killing   <- | Path B | | Hostility | Path A | | Sobel Test | Aroia n Test | Sig. |
|---|---|---|---|---|---|---|---|---|
| | B | S.E | | B | S.E | | | |
| | | | | | | | | |
| Cynicism | **.507** | **.018** | | **.37 4** | **.052** | 6.968 | 6.96 4 | <.00 1 |

In the Table 4.10, the unstandardized values of the path from perceived citizens' hostility to police organizational cynicism was b=.37 (*S.E* = .05) which was mediated by the path from police organizational cynicism predicted to attitude towards extra judicial killing (b=.51 (*S.E* = .02). The result of the Sobel test on the mediation of perceived citizen's hostility to attitude towards extra judicial killing demonstrated that police organizational cynicism (z = 6.968, *p*<.01) fully mediated the relationship between Police-citizen's hostility and  Attitude towards extra judicial killing. The hypothesis is thus supported.

**HYPOTHESIS IV**

Hypothesis four stated that rank and file will be more positively disposed of NPF officer and men towards extra-judicial killing than the officers' corps of the Nigeria Police Force. This hypothesis was tested using the t-test for independence and the result presented in Table 4.11.

**Table 4.11: One-way ANOVA Summary Table Showing Difference InAttitude Towards Extra Judicial Killing Based On Rank**

| DV | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| Attitude Towards Extra Judicial Killing | Between Groups | 3391.514 | 2 | 1695.757 | 14.27 | .000 |
| | Within Groups | 126599.505 | 1065 | 118.873 | | |
| | Total | 129991.019 | 1067 | | | |

The result in table 4.11 revealed that there was significant effect of rank on attitude towards extra judicial killing among police personnel (F $(2,1065)$ = 14.27,$p<.05$). Further result showed the post hoc analysis or the multiple comparison of attitude towards extra judicial killings based on the ranks is presented in table 4.12:

**Table 4.12: Post hoc Analysis Difference Between Respondents with Low And High Level of Job Frustration on Attitude Towards Extra Judicial Killing**

|  |  | Descriptive | | | Scheffe Post hoc Test | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| DV |  | N | Mean | S.D | 1 | 2 | 3 |
| Attitude towards extra judicial killing | Rank/file | 532 | 68.78 | 11.37 | - | -3.81* | -2.99* |
|  | Inspector | 344 | 72.59 | 10.92 |  | - | 0.99 |
|  | Officer | 192 | 71.77 | 9.44 |  |  | - |
|  | Total | 1068 | 70.54 | 11.04 |  |  |  |

*. The mean difference is significant at the 0.05 level.

The result from table 4.12 showed that respondents in the inspectorate cadre (M=72.59, S.D =10.92) significantly reported higher scores on Attitude towards extra judicial killing than those in other rank (officer ($\bar{x}$=71.77, S.D= 9.44), and (rank/file ($\bar{x}$=68.78, S.D= 11.37), Overall, the inspectorate cadre significantly reported more attitude towards extra judicial killing than rank/file. This implies that rank significantly influenced attitude towards extra judicial killing. The hypothesis is thus accepted.

**HYPOTHESIS V**

Hypothesis five which stated that level of education will have a significant effect on attitude towards extra-judicial killing among Nigeria police personnel was analyzed using one-way ANOVA and the summary of the result presented in Table 4.13.

**Table 4.13: Summary of one-way ANOVA Showing the Influence of Police Personnel' Educational Qualification on Attitude Towards Extra Judicial Killing**

|  | Source | SS | df | MS | F | Sig. |
|---|---|---|---|---|---|---|
| Attitude towards extra judicial killing | Between Groups | 5097.175 | 4 | 1274.294 | 10.846 | .000 |
|  | Within Groups | 124893.844 | 1063 | 117.492 |  |  |
|  | Total | 129991.019 | 1067 |  |  |  |

Source: Field work, 2016

The result in Table 4.13 revealed that there was significant influence of education on attitude towards extra judicial killing $(F_{(4,1063)} = 10.85 \ p<.05)$. Further result which showed the post hoc analysis or the multiple comparison of attitude towards extra judicial killings based on the education is presented in Table 4.14:

**4.14: Descriptive Statistics Showing Mean Difference in Based on the Level of Education**

| | | Descriptive | | | Scheffe Post hoc Test | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | N | Mean | S.D | 1 | 2 | 3 | 4 | 5 |
| Attitude towards extra judicial killing | PRIMARY | 29 | 58.68 | 18.88 | - | -11.53* | -11.98* | -12.46* | -15.32* |
| | SECONDARY | 356 | 70.22 | 10.37 | | - | -.45 | -.94 | -3.80 |
| | OND/NCE | 341 | 70.67 | 10.30 | | | - | -.48 | -3.35 |
| | HND | 269 | 71.15 | 10.71 | | | | - | -2.86 |
| | POSTGRADUATE | 73 | 74.01 | 11.73 | | | | | - |
| | Total | 1068 | 70.54 | 11.04 | | | | | |

**Source: Field work, 2016**

The result from Table 4.14 showed that respondents with postgraduate education (M=74.01, S.D =11.73) significantly reported higher scores on attitude towards extra judicial killing  (HND (M=71.15, S.D= 10.71), OND/NCE (Attitude towards extra judicial killing = (M=70.67, S.D= 10.30),(SECONDARY (*M*=70.22, S.D= 10.37) and (primary education = (*M*=58.69, S.D= 18.89) overall, the respondents with postgraduate education significantly reported more attitude towards extra judicial killing than those with primary school education. This implies that education significantly had significant effect on attitude towards extra judicial killing. The hypothesis is thus accepted.

# CHAPTER FIVE
## DISCUSSION

This chapter discusses the findings made in chapter four. Thus, the study proposed that work-place frustration, perceived-citizen hostility, perception of justice dispensation and police organization cynicism as factors influencing attitude towards extra judicial killing among personnel of the NPF. The study further explored the mediatory role of police organization cynicism in the outcome of the relationship between independent variables and the dependent variable. The study assessed the responses of one-thousand and hundred personnel of the Nigeria police force in the federated commands/formations and units domicile in zones two (2) and eleven (11). Five hypotheses were tested; all were accepted in this study. The discussion and conclusion are presented in this chapter.

## 5.1    Discussion

Result of the zero-order correlation revealed that policemen who were hostile, cynical, frustrated on the job and have negative perception of the judiciary were more positive in their attitude towards extra judicial killings which implies that they tend to embrace extra judicial killings than their counterparts. This corroborates Harris's (2009), Kish-Gephart et al.'s (2010) and Prenzler et al.'s (2013) findings. In their studies, they found that there was association between work context and organizational attributes and use of excessive force. The findings also endorsed the review which suggested that younger, less experienced frontline officers were more likely to use force and attract complaints from the members of the public. In the same manner, these findings are consistent with Adebayo (2005) who found that the connection among dispositions and conduct is to some degree logical (Fazio, 1986; Ajzen and Sexton, 1999), and that the consequences of the present examination demonstrated  that apparent organizational support and negative work attitude were essentially and inversely associated with prosocial conduct to such an extent that as unethical behaviour increases, recurrence of prosocial conduct diminished.

Furthermore the findings revealed that justice dispensation, perceived citizen hostility, cynicism, job frustration, age, sex, education and years in service were significant correlates of attitude towards extra judicial killings. Sex was inversely correlated with attitude towards extra judicial killings. Cynicism, frustration and marital status were significant correlates of perceived citizen's hostility. The results of this study agree with previous studies that perceived organizational support and public recognition as having a positive impact on the attitude and work behaviour of police personnel (Adebayo, 2005b; Shore & Wayne, 1993; Romzek, 1985; Hill, 1991). The implication of this result is that several organisational factors promote the positive attitude towards extra judicial killing among officers. These suggests that officers with high scores on cynicis, perception of citizens hostility, job frustration and received less support from the judicial arm of the criminal justice would prefer extra judicially killing of suspects to other normal operational requirement to take suspects through the due process of arrest, interrogation, bail, and or charge to a conventional or civil court with alleged offense for trial by a Judge of Magistrate. This due process, should be noted, that the suspect charged before a court must be given access to a counsel or Lawyer to represent him\her during trial as required in international human rights chatter.

The first hypothesis stated that social (sex, age, education, years in service, and rank) and psychological (work-place frustration, police-citizen hostility and perception of justice dispensation) factors will have significant joint and independent predictions on police personnel's attitude towards extra-judicial killing.. This implies that police personnel who reported frustration in work place, perceived that citizens are hostile to police and perceived that justice dispensation are being compromised by the judges reported positive attitude towards extra-judicial killing. The result further revealed that sex, age, years in service, rank, justice dispensation, hostility, and job frustration were significant predictors of attitude towards extra judicial killings. Male gender and higher education were associated with positive attitude towards extra judicial behaviour.

This finding supports Harris's (2009) who find that male police officers were more likely to use excessive force and receive complaints over multiple encounters than women police. The finding also agrees with Kish-Gephart et al.'s (2010) who found that men

were more at risk of wrongdoing than women. The finding also endorses Prenzler et al.'s (2013) review which suggested that less educated experienced frontline officers were more likely use inordinate force and attract complaints. Increasing negative attitude towards justice dispensation, hostility from the citizens and policemen experience of cynicism predicted attitude towards extra judicial killings.

These findings support a great number of study which have demonstrated that hostility and cynicism among police officers significantly influenced their unethical behaviour and aggression even against the citizenry (Paoline, 2004; Paoline, Myers, & Worden, 2000). This is so as citizens are regarded as disrespectful, suspicious, evil, and not trustworthy, while supervisors are seen as unsupportive, unrewarding, and out of touch with patrol conditions (Paoline,2004; Paoline, Myers, & Worden, 2000; Terrill, Paoline, & Manning, 2003 Madubuike-Ekwe, and Obayemi, (2019). In this regard, officers are forced to support misbehavior among their own. The findings also support Holmes (2000) that perception of hostility such as the threatening people (people of different race or ethnic group and low socio-economic status) were related positively to average annual civil rights criminal complaints.

The findings also support Holmes (2000) who find that Police use higher levels of force in areas characterized by high rate of crime and those who are socially disadvantaged. These also agree with Terrill and Reisig (2003) who find that both being socially disadvantaged and high homicide rate were predictive of the level of force used by police. The findings also agree with a research result which demonstrated that most people tend to highlight the expectation of reasonable or trustworthy practices but low tolerance of police misconduct, particularly the excessive use of force that often leads to citizens defiance to the laws and subsequent police aggression and excessive use of force against them (Tyler & Huo 2002).

The implication of the results is that the gender and age of Police personnel not withstanding, social and psychological factors in combination show significant joint and independent predictions on attitude towards extra judicial killing among police personnel. The psychological factors of the job frustration, perceived citizen hostility towards police personnel and the NPF. The perception of the justice dispensation by the Judiciary

(Court\Judges) as inappropriate or unjustified. Thus, meaning that personnel that perceived justice dispensation and the judiciary negatively are those officers who would rather kill suspects in extra judicial circumstances than charge them to Court. Hence, they do not have confidence in the judiciary. This implication is across gender, age, rank and years in service. Also, under this implication include :education and ranks of Police personnel that participated in the study. Among prominent psychological factors in the study is perceived citizens' hostility which implies that some Police officers reportedly perceive members of the public to be hostile towards the Nigerian Police Force and its personnel, hence, such citizens must be dealt with outside due process of the Law. Officers of this categorization would hardly push for the option of taking suspects to court through due process of the Law. "They don't deserve such treatment since they hate or are hostile towards us". Officers with such tendencies would usually reason among themselves. Scholars are also unanimous that the inscription, "If you hate the Police next time you are in trouble call the thugs" must be unconscious response by officers of the category that may perceive members of the public to be hostile and uncooperative with the personnel of the NPF. In this study, it was found that workplace frustration, perceived citizens hostility, perceived of justice dispensation by the Judiciary, significantly predicted attitude towards extra judicial killing among the personnel of the Nigeria Police Force.

The second hypothesis which states that social (sex, age, education, years in service, and rank) and psychological factors (work-place frustration, perceived-citizens hostility and perception of justice dispensation) will have significant joint and independent predictions of cynicism among police personnel was supported. Sex, age, education, rank, and work-place frustration, perceived-citizens' hostility and perception of justice dispensation) factors were found to significantly, jointly and independently predict cynicism. It implies that personnel who are frustrated, perceived citizens to be hostile and perceived injustice in justice dispensation reported to manifest transferred hostility to citizens instead of expressing such behaviour towards their leadership.

Citizens' hostility, job frustration, years in service and rank were found to be of significant predictors of cynicism. This implies that police personnel that perceive that citizens are hostile to them, and sees their job frustrating and are of lower rank reported

that their transferred hostility to the citizens was due to frustration being experienced by them from their superior officers or leaders.

These findings are found to align with a growing number of other findings in developed/Western societies that show public perception about the police is considered to fuel cynicism among police personnel (Tyler, 1990; Jackson et al., 2012b; Murphy et al., 2009; Bondu and Richter, 2016). In the same vein, the finding agrees with Adebayo, Sunmola and Udegbe (2008) who find the influence of workplace fairness and reported level of emotional exhaustion among a sample of Nigeria police personnel. Further, they find that gender moderated the relationship between perceived workplace fairness and emotional exhaustion among the male police than for the female police personnel. If policing is essentially and traditionally all about fighting crime as in Aremu (2014), so the incidence of extrajudicial killing could be reduced. The factors within the police management and organisation said to be responsible for the rising cases of the phenomenon of EJK is fundamental in this work is embedded in the cynical window through which police officers look at their work; the social context and frustrations.

The third hypothesis which stated that cynicism will mediate the influence of individual variables on attitude towards extrajudicial killing was tested using path analysis and accordingly it was confirmed. The direct effect of perceived citizens' hostility was fully mediated by the introduction of cynicism on attitude towards extra judicial killing among personnel of the NPF. These findings demonstrate that when job frustration is high, the presence of cynicism exacerbates or leads to negative behaviour and decision making among police personnel. The police personnel who perceives their job to be frustrating tend to exhibit cynicism which lead to negative behaviour among them. This finding is similar to Adebayo, (2005) who investigates hostile relationship between the Nigeria police and the public. His findings demonstrate the moderating influence of perceived organizational support and public recognition and there was a positive relationship between unethical attitude positive dispositions towards extra judicial and positive behaviour similar to Smith (1983), they as well observe that the concentrated disadvantage mediated the encounter-level effect of minority status on the level of force used by police.

The result of the study also supports Sunahara (2004) who shows that cynicism has a major role to play in the harassment of police officers. Sunahara (2004) argues that police officers are trapped between the harsh working world of functional policing and an institutional culture that can lead to their own injuries. A brief picture of it could be like a critical media and political commentary and hostile private observations of the published work environment characterized by shift work, intrusive policies, authoritarian management, onerous paperwork and a lack of respect that often characterizes the organizational life of members of the rank-and-file. So instead of acting as a refuge from the hazards of the street, the organization adds its own insults (Akiva, Liberman.et al, (2002). The relevance of cynicism as a mediating variable in the study could not be overemphasized. For instance, cynicism was first significantly predicted by both social and psychological factors including the job frustration, years in service of personnel, rank and perceived citizen hostility etc. This relationship means that Police personnel who are cynical, along with high scores on workplace frustration, perceived citizens' hostility, perception of justice dispensation are reported to be high on positive attitude towards extra judicial killing. Cynicism is reported to be high among personnel of the NPF and this would seem to be a corresponding factor in rising cases of extra judicial killing among the Nigeria Police personnel. This means that in order to reduce or eliminate extra judicial killing among Police personnel, cynicism must first go from the country's Police officers.

The fourth hypothesis which states that members of the rank and file as the junior ranked personnel will be more positively disposed towards extra-judicial killing than the senior officers of the Nigeria Police Force was supported. This entails that the rank of police personnel significantly influences attitude towards extra judicial killing. Police in the inspectorate cadre exhibited more positive attitude towards extra judicial killing and its dimensions (self-preservation and unethical proactive criminal justice) compared to higher ranked officers and those in lower rank. However, the senior officers reported more positive utilitarian attitude towards extra judicial killing than the inspectors and rank & file. Overall, the inspectorate cadre of the NPF have more positive attitude towards extra judicial killing than the officers. Such results reflect the long-held belief of academics and police experts that implementing effective methods of supervision and

strict accountability should be a top priority for police departments as they attempt to control and deter abuse of authority. This is in agreement with the findings from UK use of force survey. TNS BMRB (2015) finds that even though most citizen will not condone the use of excessive police force, they were aware that it do happen is many circumstances. People typically believed that younger, less experienced cops are much more inclined to use unreasonable force Due to the perception that young cops would react immediately by using force instead of waiting and assessing the situation and trying to cool it down, this was the case. If the attack on a police officer was perceived as personal, such as goading or spitting at him or her, they believe that excessive use of force has occurred in the past. A supervising officer was more likely to allow the use of force, according to TNS BMRB (2015).

Depending on the officer's approach, TNS BMRB (2015) documents the perceptions and reactions of police officers towards the use of force. Even while officers' notebooks were routinely kept up-to-date, the 'force form' wasn't used as often as it could have been. In the opinion of senior officers, the difference in reported responsibility for use of force was generally attributable to time constraints rather than officers intentionally seeking to conceal the use of force, in terms of kind, amount, and frequency of usage.

This study demonstrated that officers of the rank of inspectors were found to have more positive attitude towards extrajudicial killing among the officers and ranks within the police force. In all instance, most of the operational units be it anti-crime patrol, anti-robbery patrol or special anti-robbery squad (SARS) are usually headed by officers of the rank of inspector who then report to their supervisors. The NP inspector in this study was found to be in favour of what is considered as proactive justice system in which arresting suspects without going through due process is more preferable. The police inspectors mostly favoured AEJK perhaps because they do not believe in the judiciary (judges/ court). They behave to the police personnel that suspect the other criminal justice components of the Judiciary and the Nigeria prison now known as Rehabilitation center. Majority of the members of the police inspectorate would seem to believe that criminals taken to court or prison somehow find their way back in the streets and eventually go after police officers who had arrested them. Research has shown that quite a number of

police officers have lost their lives to harden criminals once arrested and put into trial through due process.

Self-preservation instincts must be holding sway in those police inspectors who traditionally head most operational teams in the Nigeria Police Force. To them, it may be better to kill a suspect than let them loose based on due process. Again, it is not cost effective taking suspect through due process, so they reduce cost by contemplating proactive option of killing them extra judicially. Hence, the higher rate of EJK among police inspectors than it is among their junior and senior colleagues. Among the inspectorate cadre, the combination of self-preservation forces and a preference for proactive justice option hold sway which reduces the instance of criminal  exploiting due process.

The fifth hypothesis stated that educational qualification which has a significant effect on attitude towards extra-judicial killing among police personnel was significant. The result indicates that police personnel significantly differ in their attitude towards extra judicial killing based on level of educational attainment. Police personnel who have post graduate degrees reported higher attitude towards extra judicial killing than police personnel who possesses SSCE, and OND/NCE. This implies that highly educated officers exhibited positive attitude towards extra judicial killings. This finding is in agreement with study of McCluskey, Terrill and Paoline's (2005) review of the literature which indicated that various individual and social factors are related to the use of lethal force. They reported that professional qualifications include education, training, and work experience afftects officers discretion to use of force. Such factors mainly consist of personal characteristics of the officers such as race, age, and gender. Other factors are citizen/offender characteristics, type of police organization (traditional vs. professional), and situational characteristics such as social structure and public attitude towards the police in the same trend, Stickle, (2016) find that officers with college educations are less likely to fire their guns and more likely to use "reasonable force" (Worden, 1996), have superior communication skills with the community, and are less likely to get complaints from residents (Stickle, 2016). According to Stickle, (2016) greater education and accusations of force are more closely related than other measures. He establishes a substantial correlation between enhanced field training and pre-employment testing for personal

qualities (e.g. personality inventory, polygraph exam, psychological evaluation) and a decrease in complaints (Stickle, 2016).

However, this finding is in contrast with a study which find no association between cop shooting conduct and race or gender according to Ho (1994). Cops with less police expertise, on the other hand, respond to non-life-threatening circumstances with greater caution than seasoned officers. The link between officer shooting conduct and suspect characteristics, such as race, gender, and age, is contradictory. Officers who demonstrate poor judgement, sluggish reaction, or poor marksmanship in life-threatening circumstances involving many suspects incur a high casualty rate (Ho, 1994). Also, Alpert and Dunham (1999) findings show that there was no significant relationship between officer characteristics and the level of force used in different situations. In this context, McCluskey, Terrill and Paoline (2005) examine how officers exercise coercive power in day-to-day encounters with citizens. They provide a good synopsis of three perspectives that explain police coercion in a tripartite framework: individual factors, organizational factors, and situational factors. On the other hand, none of these suggested factors by itself is sufficient to satisfactorily explain the problem of using excessive force but rather a combination of all factors are preferred when proving analysis of such cases. Blumberg (1997) in his study find that the age of the officer and the length of service are strongly related to the use of deadly force. Younger officers and officers with fewer years of experience are more likely to become involved in the use of deadly force and shooting incidents.

This result may have resulted because the officers perceive every offenders as threat to their life and others and the best way of treating such is by elimination. In line with the recommendations of some scholars and police experts, many officers, express positive attitude towards EJK despite high education attainment. Douglas and Joan (1996), claim that training and education were effective ways to reduce police abuses. A significant share accepted that when a head of police takes a definite stance against police authority, majority of the officers will follow his/her lead. Also, officers distinguished solid first-line supervision as a compelling method to avert misuse and savagery by police. In the recent times, American policing has experienced emotional changes in association, strategies, and reasoning. At the cutting edge of these, progressions has been a change

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from customary military and expert models of policing to creative models of community policing (Audu, 2016). The surveyed officers accepted that community policing decreases the potential for a wide scope of police misuse of authority—from negligible defilement to demonstrations of viciousness. In fact, this finding must have stunned those that hold the view that education attainment makes a better police officer. Hither to and long held beliefs that the more educated a police officer is the better his/her performance should be have started shrinking in the face of the finding in hypothesis 5 of the study. Unethical behaviour or conduct should be least expected among officers with higher educational attainment as always asserted by scholars and police experts alike.

**Theoretical Implication**

This study has demonstrated the validity of the angry aggression theory and frustration aggression theories in explaining police use of extralegal force. As applied to police behavior, angry aggression theory and frustration aggression theories has argued that the chronic stressors arising workplace frustration, negative attitude from the public and lack of  support from other branches of the criminal justice police along with the inability to address the actual sources of that stress (organisational cynicism) increase both the perception of threats and the aggressiveness of responses to perceived threats. . In addition, the public attitude goes a long way in exacerbating their tendency to displace aggression onto visible and vulnerable targets in the immediate environment. The major expansion to these theories is that the condition of work. Both physical, social and situational contexts makes police officers vulnerable due to inherent distress and provocation contained therein. The frustration-aggression theory says that frustration always precedes violence by establishing a "readiness to aggress" state. Frustrating experiences in policing can include verbally or physically resistant suspects, lack of equipment, political interference, poor remuneration loud noises such as sirens, or uncomfortable temperatures such as the body heat created and retained by a ballistic vest and a dark polyester uniform among the list. The major short coming is that the theory did not expand to see the consumers of the polices services can be additional sources of stressor provoking negative reaction such as extra judicial killings. These theory does not assert that these tendencies are necessarily actualized. Indeed, cognitive structuring techniques and stress-reduction policies can prevent such actualization.

# CHAPTER SIX

## SUMMARY, CONCLUSION AND RECOMMENDATIONS

### 6.1    Summary

The study investigated the psycho-social and demographic factors and determinants of attitude towards extra judicial killings by the Nigeria police personnel and the mediatory role of cynicism. The study was presented in six chapters. This chapter discusses summary, conclusion, recommendations, limitation of the study, contributions of the study to knowledge, as well as suggestions for further studies.

The first chapter focused on general introduction, which covered the background to the study, statement of the problem, objectives, research questions, significance of the study and scope of the study. Also, some terms were clearly defined in relation to the study under operational definitions of terms for better understanding of the variables and concepts in the study. In chapter two, theoretical framework was developed for the study. A comprehensive review and appraisal of the past but relevant literature was carried out on both independent and dependent variables used in the study. The study explored the challenges of police work. The study reviewed literature on work-place frustration, perceived citizens' hostility, perception of justice dispensation by the judiciary and cynicism as determinants of attitude towards extra judicial killings by the Nigeria police personnel. The study also unravels the types of organisation cynicism and its mediatory role of attitude towards extra judicial killings. A conceptual frame work which addressed the principal objectives based on the gap in knowledge identified.  Five research hypotheses were generated and tested at 0.05 level of significance.

The study method was sequential mixed method. In the first exploratory study, conceptual definitions, identification and development of structured validated scales ATEJK; perception of justice dispensation; perceived citizens' hostility; cynicism and work-place frustration were done. The second phase of the study was carried out to

assess the role of workplace frustration, perceived citizens' hostility, perception of justice dispensation by the judiciary and cynicism as determinants of attitude towards extra judicial killings. In addition, the mediatory role was also addressed. The cross-sectional study was conducted in Zones two (Lagos/Ogun) and eleven (Ondo/Osun/Oyo) of NPF comprising federated formations selected due to prevalence of the phenomenon of extra-judicial killing. Multi-stage sampling technique was used to sample 1198 officers and men. Five hypotheses were tested using multiple regression analysis, hierarchical multiple regression analysis and one-way ANOVA at $p \leq 0.05$.

The findings revealed in the study demonstrated that policemen who were hostile, cynical, frustrated on the job and have negative perception of the judiciary were more positive in their attitude towards extra judicial killing which imply that they tend to embrace extra judicial killing than their counterparts. Sex, age, years in service, rank, justice dispensation, hostility, and job frustration were significant predictors of attitude towards extra judicial killings. Male gender and higher education were associated with positive attitude towards extra judicial behaviour. Findings also revealed that Sex, age, education, rank, and work-place frustration, perceived-citizens' hostility and perception of justice dispensation) factors were found to significantly, jointly and independently predict cynicism. The direct effect of perceived citizens' hostility was full mediated by the introduction of cynicism on attitude towards extra judicial killing among personnel of the NPF. Members of the rank and file as the junior ranked personnel will be more positively disposed towards extra-judicial killing than the senior officers of the Nigeria Police Force. The result indicates that police personnel significantly differ in their attitude towards extra judicial killing based on level of their educational attainment. Police personnel who have post graduate degrees reported higher attitude towards extra judicial killing than police personnel who possess SSCE or OND/NCE.

## 6.2     Recommendations of the Study

Results from this study would seem to suggest that the Police Service Commission should direct its efforts at effective  management of the factors said to influence attitude towards extra-judicial killing with a view to changing the positive attitude towards extra judicial killing among personnel of the Nigeria Police Force.  The study also recommends

that increase of manpower to reduce the burden of police work, training in relaxation and meditation, assertiveness training to help personnel say no at certain times, annual leave and mental imagery techniques should be emphasis at all time.

The police management should introduce psychological interventions to control use of excessive force. A new and research based curriculum of training based on psychological theories and studies on the functioning of humans under adverse conditions and in highly demanding situations should evolve. The training programs must also address cultural sensitivity and diversity, psychological situational control methods, crisis de-escalation and defusing techniques that teach a tactical response but also respond to confrontation-stimulated by fear. Anger management systems that use self-assessment and self-management strategies to provide personnel with individual guidance in line with police rule of engagement on how variable frustration levels affect judgment. Oral command and interaction as well as dispute resolution principle should be included in the new curriculum and training. Such training models must be based on adult learning concepts, such may include: class participation and interaction as well as simulations, role play, peer interaction with feedback, and virtual experiences such as videotaping. The program stresses a new level in the training of law enforcement and focuses on developing non-physical skills but not at the expense of survival of individual and team officer. These are also consistent with cotemporary theory of community policing.

Obviously, knowledge of stress management is necessary and it would be hard to argue that it is not stress and other factors that largely determine alleged use of force in most of the contacts between police personnel and members of the public, especially in situation of confrontations with suspected violent criminals.

Police Authorities must structure their work environment in a way that it will be conducive and convenient in other to reduce police personnel's feeling of frustration in their workplace. Organisations with capacity and interests in fair policing must work on an educational intervention program that can shed light on the subject of police personnel's attitude towards torture and extra judicial killing. This means that in the area of job attitude, they should consistently train and retrain police personnel towards extra judicial killing. If possible, some psychological intervention programs should be in place

that can improve personnel's  ability to resist pressure from the psychosocial factors implicated in the study and  adequately prepare them for eventualities. Since the production of negative outcomes, such as Attitude towards extra-judicial killings can be minimized or prevented by means of protective measures that can be found externally (extrinsically) and internally (intrinsically) to the individual, human resources personnel, empowered with an awareness of the potentially long term effects of attitude towards extra-judicial killings and the adverse effects that can also build tools and skills to help police personnel handle their pressures and strains more effectively and reduce positive attitude toward extra-judicial killings. Police officers should be well motivated in their work, as such, this would spur them to give their best even in the face of  these factors and stress. Finally, Police management should also consider personality factors of individual as part of the criteria for selecting and placing people on the job. Attitude towards extra judicial killing if not checked could develop the potential of inward targets-killing of colleagues in which even senior officers might equally become targets. These discoveries have reasonable ramifications for the Nigeria Police Force. That age, gender and instruction are confirmed in the present examination recommends that these components may be important in tending to the issue of prosocial conduct in the Nigeria police personnel and subsequently, have suggestions for determination and arrangement. Moreover, given the utilitarian of frame of mind towards extra legal killings to the survival of associations and the need to advance it inside the Nigeria police, the administration of the Nigeria police would do well in building up a strong situation as this can be an impetus in changing unscrupulous attitudes and expanding moral work conduct among its individuals. However, much as could be expected, satisfactory and proper offices, for example, correspondence, transportation, knowledge and analytical devices ought to be made accessible by the administration. So also, individuals from the open should give satisfactory acknowledgments to the administrations rendered by the police as it has the capability of advancing moral attitudes and prosocial conduct among policemen and women. The organisation should likewise indicate thankfulness and acknowledgment for the commitments of the police through gift of policing equipment, for example, walkie talkie handsets, generators, vehicles, building and outfitting police stations especially in a discouraged economy like Nigeria.

**6.3     Contributions to Knowledge**

The essence of any research is to contribute and improve existing knowledge. This study made the following contributions to knowledge:

1. This study has provided framework for the Police Service Commission, government, the Inspector General of Police that psycho-social factors influenced attitude towards extra judicial killing.

2. This study developed valid and reliable measures for police organisational cynicism, hostility, frustrations, and attitude towards extra judicial killing for use in the current and future studies among police officers in Nigeria.

3. This study established a solid empirical literature trend explaining  the causal factors for police brutality in Nigeria.

4. The study established the contributions of attitudinal  profiling and disposition of police personnel especially in  cases  of alleged brutality, torture and  extra-judicial killing, with a view to stemming  or reducing the frequency of  extra judicial killing  in Nigeria.

5. Organisational cyncism was demonstrated to play more prominent role in extra-judicial killing and in suppressing police reaction to citizens hositility, it also explains the general attitude why police were more inclined towards engaging in extra judicial killings.


**6.4    Limitation of this study**

A cross-sectional correlated study such as the present one is unable to address causal effect relationship, thus, statement on causality with respect to the present finding must be made with caution because of the non-experimental nature of the study. There are several areas for possible future research and hence it should be explored more thoroughly with some types of *ex-post facto* study of extra judicial killing among police officers. Future work may integrate other methodologies of study to assess organizational cynicism and ethical behaviour to further increase our awareness of this problem. In addition, the present study used the questionnaire method to collect the primary data needed for the study. The questionnaire approach to gathering data about attitude might

be inadequate to capture the true feeling and emotion of officers and men toward latent issue leading to the event. As such, future studies should include qualitative approaches such as in-depth interview and eye witness account in their study. Measurement issues may have limited the extent by which inferences could be drawn on the independent variables of many of the variables in the present study. It should be noted that all the independent variables were only the model's behaviour predictor while cynicism has persisted in the literature of the police as a significant attitude. The scope of the study was limited to some selected police command and formations in Nigeria, due to the budget at the disposal of the extra judicial killing is a growing monster in the Nigeria police force. Future study should carry out organisations research or samples from different police command and formations across Nigeria. Another limitation faced by this study is the refusal of some police officer who claims they were too busy to fill the questionnaire. However, being an insider, this was surmounted. Another limitation faced by this research is time constraint because it took the researcher time before the questionnaire was completed. In the present study, cynicism, hostility, frustrations, and attitude towards extra judicial killing was accumulated over time prior to the study. This study cannot rule out the possibility that the observed cynicism is an outcome of police organisations reaction to policing behaviour, rather than a cause, of attitude towards extra judicial killing.

## 6.5   Suggestion for further studies

Based on the above constraints and limitations, further studies should be carried out on this area of research. First, it will be useful to investigate the relationship between organizational cynicism and change at larger organizations. Second, a comparative analysis between the police and other security organisations may be made. This subject may be applied in different fields other than the security sector. Future studies should be conducted using wider sample from the one used in this study, also more  time should be considered when researching on issues of such level of relevance because of its importance in Nigeria. Future studies must address issues such as the possible bidirectional relationship between attribution and cynicism, the effect of recurring negative events on cynicism, particular outcome measures correlated with cynicism, and

the role of other potential mediating variables such as social support and the existence of other pessimistic staff in the organization. Future research must also explore the connection between cynicism and employee burnout which is known to contribute to positive attitude towards extra-judicial killing among police personnel. Advanced theoretical extension in this analysis should be tested with alternative cynicism interventions in other departments. More research will concentrate on assessing the contrast between police ideal and fact, differences in this contrast between institutional structures, and the impact on police behaviour. Scholars as well need to explore the conditions and processes that generated personnel cynicism with an eye to developing effective methods of training to prepare officers for comtemporary police reality and to avoid cynicism and problem behaviour. Finally, the relationship between organizational cynicism and organizational commitment also needs to be examined in future studies.

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# PSYCHO-SOCIAL AND DEMOGRAPHIC FACTORS PREDICTING ATTITUDE TOWARDS EXTRA-JUDICIAL KILLING AND THE MEDIATORY ROLE OF CYNICISM AMONG PERSONNEL OF THE NIGERIA POLICE FORCE

BY

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A Thesis Submitted to the Department of Psychology,

Faculty of The Social Sciences in Partial Fulfillment

of the Requirements for the Degree of

DOCTOR OF PHILOSOPHY

of the

UNIVERSITY OF IBADAN

SEPTEMBER,  2021.

# CERTIFICATION

This is to certify that this work was carried out by **AFACHUNG PIUS w**ith **Matric No: 62223,** of the Department of Psychology, Faculty of the Social Sciences, University of Ibadan.

_____                                    _____

**Prof. P.O Olapegba**                                                    **Date**
Supervisor
Department of Psychology

## DEDICATION

This Ph.D work is dedicated to my dear and loving wife, Oluwatoyin Ajoke Afachung, and my children, Julia Abehinuo, Anthony Alamkemerinung and Kennedy Binurim.

# ABSTRACT

Extra-judicial killing among police personnel has become a serious phenomenon in Nigeria and other parts of the world. The frequency and dimensions have also become a major human right violation. Previous researches have examined the dispositional factors, but have not tested for mediatory role of cynicism on attitude towards extra-judicial killings (ATEJK) among personnel of the Nigeria Police Force (NPF). Less empirical evidence exists with respect to dispositional variables such as perception of criminal justice. The study therefore, examined the role of perception of citizens, justice dispensation, work environment and mediatory effect of cynicism on ATEJK.

The study was anchored on Frustration-aggression and Broken Windows- Police-Community Relations model.The study adopted the Sequential mixed method and cross-sectional survey of ex-post facto type design. A structured questionnaire containing 5 validated scales ATEJK ($\alpha$ = .89; perception of justice dispensation ($\alpha$ = .81); perceived citizen hostility ($\alpha$ = .83); cynicism $\alpha$ = .81) and work-place frustration ($\alpha$ = .81)) was utilised. The study was conducted in Zones two (Lagos/Ogun) and eleven (Ondo/Osun/Oyo) of NPF comprising federated formations selected due to prevalence of the phenomenon of extra-judicial killing. Multi-stage sampling technique was used to sample 1198 officers and men. Five hypotheses were tested using multiple regression analysis, hierarchical multiple regression analysis and one-way ANOVA at $p \leq 0.05$.

Participants' age was $34.21 \pm 3.12$ years. The greater percentage were males (73.12%) with $14.44 \pm 5.33$ years of experience. 34.65% were Officers and rank/file was 65.35%. Cynicism (r=.64), justice dispensation (r=.31), hostility (r=.25), job frustration (r=.36), age (r=.07), sex (r=-.14), education (r=.07), years in service (r=.09) and rank (r=.13) were correlates of ATEJK. Sex (t= -2.34), rank (t= 2.55), justice dispensation (t= 1.98), hostility (t= 7.18), and job frustration (t= 11.76) were significant predictors of cynicisms ($R^2$= 0.21, $F_{8,1059}$= 34.735). Also, sex (t= -3.92), years in service (t= 2.34), justice dispensation ($\beta$ = .22, t= 7.79), hostility (t= 4.12), and job frustration (t= 12.15) were significant predictors of ATEJK [$R^2$= 0.26, $F_{8,1059}$= 45.810]. Cynicism (t= 21.93) mediated (z = 6.968) the relationship between perceived citizen hostility ($\beta$ = .00, t= .13) and ATEJK. ($R^2$ = 0.49, $F_{10,1052}$= 14.67). The inspectorate cadre (M=72.59) reported more positive ATEJK than officers (M=71.77) and rank/file (M=68.78); [F (2, 1065) = 14.27]. Respondents with postgraduate education (M=74.01) reported higher scores on ATEJK than respondents' with HND/BSc. (M=71.15), OND/NCE (M=70.67), Secondary (M=70.22) and primary education = (M=58.69) [$F_{4, 1063}$ = 10.85].

Work-place frustration, perceived citizen hostility, age and gender were important factors in attitude towards extra judicial killing among officers and men of the Nigeria Police force. The influence of perceived citizen hostility on attitude towards extra judicial killing was mediated by cynicism. Efforts should be made by the Police Service Commission to include psychological intervention in training programmes for the right attitude towards extra judicial killing.

**Word count**:    438

**Keywords:**    Attitude Towards extra-judicial killings, Perception of criminal justice, Perceived citizens hostility, Justice dispensation, Organizational cynicism.

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## CHAPTER ONE
## INTRODUCTION

### 1.1    Background

In Nigeria, there are widely reported incidents of extrajudicial killing, in which personnel of the Nigeria Police Force have been fingered to be accountable or responsible for most, if not all, of the incidents (Igbo, 2017; Nnadozie, 2020; NOPRIN, 2010). The prevalence of extrajudicial killing is reported to be so widespread that there is hardly any of the six geo-political zones or even  the 36 States, including Abuja, the Federal Capital Territory of the country, that has not been reported to have suffered loss of citizens to the scourge of extra-judicial killing. The trajectory of both historical and contemporary trends of extra-judicial killing has been so consistent in progression that it would seem to show that the phenomenon  may have come to remain with us in Nigeria. The first ever recorded incident of  extrajudicial killing by the Nigeria police personnel was the killing of a 23year old undergraduate student of the Department of Agricultural Science, University of Ibadan, Kunle Ademuyiwa Adepeju, in 1971 (Fayokun, 2012). This was followed by yet  another instance of extrajudicial killing by the Nigeria police personnel of America-based Nigerian sportsman and Sprinter,, Dele Udo, in 1981 (Okosieme, 2002). He was killed at close range, at a police checkpoint, in Lagos.

Another incident of extrajudicial killing in Nigeria was the reported killing  of the  former leader of Boko Haram terrorists, Mohammed Yusuf, who was reportedly  arrested by soldiers of the Nigerian Army, and as a standard operation procedure in internal security operations in Nigeria, and perhaps elsewhere,  he was transferred or handed over to the personnel of the Nigeria Police Force, of the Borno State Command, Maiduguri. And in just hours or days later, Yusuf was  reportedly killed by the same police personnel that took him in from the Army in Maiduguri (BBC, 2011; Human Rights Watch, 2012). It was reported that in the claim of the Nigeria Police personnel, the suspect, now said to be late, had been arrested and released and re-arrested severally, and charged to court, but he

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was said to keep "going back to the streets" and committing crimes to the "disappointment" and anger of the Nigeria police personnel in Borno Police Command. The incidence of extrajudicial killing has not stopped in Nigeria till this day.

Extrajudicial killing would seem to have been unanimously described or defined by different authors and scholars simply as the killing of an individual or a group of individuals by either the Police or other government or state security agencies such as the armed forces, the secret services, etc., outside the due process of the court or the law (Aceves, 2018; Lanfer, 2010; OHCR, 2004).

Extrajudicial killing is being conceived by close watchers of policing as a "punishment" that is usually crafted by the perpetrators such as police personnel, etc. probably in revenge or retaliation for different reasons, which may include police perception of justice dispensation by the judiciary (courts/judges), perceived citizens hostility, workplace frustration and police cynicism, and arbitrarily imposed on suspects by the perpetrators, who may be personnel of the respective security agencies on operations at various locations in Nigeria. It should be recalled that extrajudicial killing could be carried out by even civilian perpetrators especially in the case of lynching, ritual killing, cannibalism, but central or common to all, is that the killing of humans is without following or going through the due process of law or within the limits of the criminal justice system (Thessismun.org, 2013).

The United Nation Special Rapporteur (2004) sees extrajudicial killing as "any killing of an individual or group that violates international human rights or humanitarian law, involving unlawful killings by police personnel or death in the hands of the military or even civilian perpetrators or their collaborators which are not investigated and the perpetrators are not prosecuted by the authority."Also, Lanfer (2010) asserts in agreement with the position of the United Nations that the term 'extrajudicial killing' originally has to do with homicides committed outside the legal and criminal justice system of any state or country with no preceding judgement of a court of competent jurisdiction.

In view of the aforementioned, this current study's extrajudicial killing is being viewed or conceptualized as a phenomenon which comprises high contents of violent acts with different intentions, purposes, victims, perpetrators and settings. In the light of the above,

extrajudicial killing is defined in this study as the killing, or even threat of violence, with intent to kill, any individual or a group of individuals, by police personnel outside the due process of the law and without a backing court order emanating from the legal proceedings before any court of law. Actions of personnel of the Nigeria Police Force toward suspects are guided by the Police Act which includes Force Order 237, and the Criminal Procedure Act in which the constitutional rights of suspects are highlighted.

The Nigeria police line or chain of actions when an offence has been allegedly committed, is expected to begin with arrest or invitation to the police station, and this should follow a duly processed and legitimate complaint by a known and documented complainant as a victim of the crime, or a "duly processed" reasonable suspicion, either by police personnel at the police post or station, or formation or command. Then to follow is a supervised and documented interrogation, at the police station (must be without torture or any forms of brutality) suspects' statements, screening of the suspects with a view to admitting to bail, or charging to court for prosecution, but with full legal representation for suspects by the state authorities, and then trial by the court of law upon evidence before it, ultimately leading to judgment ( by the Magistrate or Judge) in the conventional or civil court of the law.

Factors responsible for the increasing practice of this dastardly behaviour among the Nigerian criminal justice system have been of serious concern to police handlers, academic and political administration in the country (NONPRIN, 2010; CLEEN, 2005; Imosemi & Eyitemi, 2017). One the major and reoccurring themes is the attitude towards extrajudicial killing among the officers, rank and file within the Nigeria Police Force (CLEEN, 2005; Imosemi & Eyitemi, 2017). Attitude is said to refer to a tendency or predisposition, to negatively or positively react towards a denotable object, person, idea, or a situation. It is said to influence a person's choice of action, and response to challenges (stimulus/ stimuli), rewards and incentives (Altmann, 2008). Thus, attitude towards extrajudicial killing would seem to be the general disposition said that underlies the frequent use of brutal and unequal forces against unarmed suspects among police personnel.

To this end, this study investigated the psychological, social and demographic factors that emanated literature and were observed to be of substantial influence  on  attitude towards extrajudicial killing  among  personnel of the Nigeria Police Force (Austria-Cruz, 2020; CLEEN, 2005; Imosemi  &  Eyitemi, 2017; NOPRIN, 2010). The study also examined the mediatory role of cynicism in the relationship between the independent variables and attitude towards extrajudicial killing among personnel of the Nigeria Police Force. Psychological factors considered in the study include workplace frustration, perceived citizens hostility, perception of justice dispensation by the judiciary (judges) and cynicism among police personnel in Nigeria. Other social factors investigated in the study include ranks of personnel, educational status, present job assignment, gender and length of service. These factors were profiled in order to understand how  they would determine  attitude towards extrajudicial killing among Nigeria police personnel.

Cynicism is described as a negative attitude toward one's employer/organisation. It has three dimensions: a belief that the organisation lacks credibility, a negative affect toward the organisation, and a proclivity for disparaging and critical behaviour toward the organisation that is consistent with these beliefs (Dean, Brandes  &  Dharwadkar, 1998). Cynicism is paradoxical in that it necessitates the cynic holding both positive (organisational improvement) and negative (inevitable failure of reform efforts) emotions at the same time (Güllüoğlu, 2014). Lobnikar and Pagon (2004) described and categorized police cynicism  into three elements that include; feelings of hatred, that is; the feelings of being disliked, feelings of  envy and distrust by others; inability to express these feelings, perceived or real, openly towards the individuals or their organizational structure or hierarchy which they may  consider as the main cause of their dilemma, that comes with  consistent experience of anger arising from the feelings of helplessness or state of 'impotence' or being unable to express one's feelings and the experience of perceived or real  continuous adversity. Also, O'Connell, Holzman and Armandi, (1986) described police organization  cynicism as officers' distrust and contempt towards their employers or Organization. While distrust is taken to be  officers' doubts or cynicism about their  organization being efficient and trustworthy in a way to meet  public/or citizens' expectations, their perceived or real contemptuous disposition is said to entail officers' disrespect towards their employer in their aggregation of the expectations of

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members of the public or citizenry. Zekavica, Simeunovic-Patic, Potgieter and Roelofse (2018) have found that cynicism scores statistically varied across police departments and predicted job dissatisfaction. In the process an underlying four-factor structure of police cynicism was identified. These factors include; organization cynicism, which is seen as cynicism towards police hierarchy or superiors; cynicism towards the public or citizens and this is central in the police perception that the public is either cooperative or hostile; and cynicism towards modernization of policing in terms of evolving crime control strategies.

Cynicism is also said to be a by-product of the "fracture" between practical policing and expectations of the public from one point of view and the solidarity that underlies the union of police officers which is thought to further strengthen officers' feelings of "We" among themselves (Bennett & Schmitt, 2002), thus resulting in the feelings that are seen or observable to be fuelling the psychological division or gulf between 'We (police) versus They'(members of the public). Conversely, cynicism among police personnel towards the public is being thought to be further aggravated or strengthened by the long held public stereotype inherent in prejudice, that often holds that all policemen, so to speak, are bad. When personnel of the police force perceive or really see or hear such in the actions or perceive same from the facial expressions of citizens, their responses again may not be better than what is being widely observed on the streets and on our roads today especially at police checkpoints, which could be categorized as in-group versus out-group reactions. Police personnel in this regards, are said to often perceive themselves as unpopular folks in the eyes of the citizens and may resort to seeing themselves as committed members of the policing community with every other person as non-member or as an outsider. This is said to further widen the 'gulf' between the police force and the civil populace, and to a large extent, this is implicated in deepening the feelings of perceived or real disdain, hatred, distrust etc. in the public . The situation worsens as the police officers remain incapable of expressing these feelings openly towards members of the public under the provisions in their rules of engagement.

Cynicism is building up among police personnel as they begin to distrust the very citizens they are trained and paid to protect as a result of being continually frustrated with keeping people in line which often makes them to believe in the suspicion that most

people are law breakers and could wish to injure a police officer, resist or escape arrest or even escape from lawful custody (CLEEN, 2005). As a result, police officers might eventually be found to be involved in unethical and unprofessional conducts such as alleged brutality and extrajudicial killing of citizens, perhaps following these unexpressed hard feelings towards the public. Police personnel are also said to consider members of the civil population as persons who are undeserving of "their goodness", thinking why should "I or we" (police personnel) be good to" "them" (members of the public) when 'they' (members of the public) hold 'us'(police personnel) with contempt and disdain?"

Another variable that could contribute to attitude towards extrajudicial killing by police is workplace frustration. Frustration can be regarded as the state of being annoyed or a source of annoyance, a demonstration that arises from inhibiting the achievement or attainment of a desired satisfaction or goal. Work place frustration has been characterized from alternate points of view by a number of scholars. For instance, Umar et al., (2013) characterize workplace frustration as some type of prevailing circumstance that prevents employees from achieving their objectives in the work place or environment. Thus, workplace frustration tends to portray or point at a circumstance in which employees' capacity, to viably or productively and of course legitimately seek satisfaction of certain goals play out in the discharge of their day to day obligations and responsibilities without expected outcomes. As indicated in the affective events theory, feelings experienced at work could make employees to experience constructive emotions of frustration that can by implication shape or impact the individual's practices (Umar et al., 2013) thus bringing about a result that can lessen turnover rate (Umar et al., 2013). The aforementioned circumstances could also make a police officer feel frustrated on his job, when the desired outcomes are not met.

Frustration, as a psychological factor, can be said to be an emotion that occurs in situations where an officer's desire is blocked from reaching a point of fulfilment. Frustration could also be seen as what is usually experienced when the expected results (goals) of a police officer do not seem to measure up to the amount of efforts or actions he/she may have invested in the process.. Frustration can also arise if one's efforts yield only little results compared to his or her expectation. Campell (1970) identifies one of the

significant sources of frustration in the police profession as personnel overlapping roles and repetitiveness involved in the maintenance of community service or law and order and the battle of prevention of crime as part of fundamental police responsibilities. Nevertheless, when a police officer gets frustrated in his/her job, he/she is likely to become overwhelmed with the feeling of anger or rage, irritability, stress, resentment, depression, or a spiral downward in which he/she might likely begin to have a feeling of resignation or giving up.

Frustration can be obstructive to goal attainment efforts of police officers. Of course, this aggression that often comes from frustration would be transferred to the less powerful; the citizens that come on hand are suspects, where-in officers have often resorted to shooting and injuring or killing outside due process of the law, hence extrajudicial killings. The Nigeria police powers are extensive and yet they are said to be one of the least paid. These street-level officials are said to be currently inadequately paid with little or no technology and scientific hardware designed for modern day policing in other climes. These difficulties may have culminated into making their career a less fulfilling adventure. From watch cops to analysts, many cutting edge police experts feel disappointed about the welfare of police personnel in Nigeria. Officials in urban communities and country regions alike state they are burdened with overwhelming assignments. It has also been found that some duty schedules in the Nigeria police force are found to be beneficial to some of the personnel (CLEEN, 2009). At the point when a person in the work environment feels terrified, threatened, or awkward because of maltreatment or harassment by colleagues. Such situation could make or contribute to making what some social psychologists would term as a hostile workplace. Cutting edge policing experts have kept on protesting about low pay rates, poor, conditions of service come together to make the personnel of the Nigeria Police force to be rated as one of the lowest (per capita) socio-economic status.

Amidst the role of job frustration and cynicism, attitude towards extra judicial killing is believed to be exacerbated by how the citizens perceived the police. Relative in most encounters the general public and the media have continued to portray the police negative hence daily hostile behaviour in most encounters of law enforcement activities (Akinlabi, 2016; CLEEN, 2005; Imosemi & Eyitemi, 2017). Hostile behavior refers to a pattern of

unfriendliness or opposition towards police personnel or policing. The antagonistic behavior of workplace occurs when one's behaviour within a working environment would seem to create a space that breeds discomfort for someone else to function or work in because of perceived workplace frustration (Desmond, Papachristos & Kirk, 2016). This implies that the conduct modified the terms, conditions, and additionally sensible legitimate desires for an agreeable workplace for employees. Past research demonstrates that negative experiences with law authorisation, just as indelible instances of police excesses add to the spread of antagonistic feeling in residents' associations around the police (Desmond et al., 2016). Desmond et. al., (2016) in their study concluded that there is increased probability of arrests when residents show 'outrageous' antagonistic behaviour, which recommends that show of threatening demeanour by individuals from the open may freely expand recurrence of arrests once they pass a specific limit. Notwithstanding, when the experience included "suspicious antagonistic behaviour," it agrees with the recommendation that a presumed attitude will have some impact on a police officer's choice to capture and the amount of force to apply in the arrest, especially because the quantum of force used in arresting a suspect is largely at the discretion of the officers or men enforcing the arrest. Less known is the degree to which hostile behaviour influences police response to the society. Police resources are constantly extended beyond normal limits and this has been said to be attributable to man-power deficiencies among other debilitating factors such as political interference by the political class/elites and the police duty regarding a scope of activities, including patrol, investigation, and incarceration and crime control. This leaves cutting edge police experts in a constrained position to offer help as the case may be, especially when infrastructure such as roads and electricity are acknowledged to be of negative essence in effective policing in Nigeria.

Effective policing is seen more preferable to a policing system in which brutality and extrajudicial killing of citizens is frequently reported. Or when arrangements do not fit real neighbourhood conditions or make life on the ground troublesome or uneasy for effective policing that is devoid of frequently reported police brutality and extrajudicial killing. Another factor that has been brought under examination in this study is police perception of justice dispensation by the judiciary (judges/courts), especially in cases of violent crimes. Criminal justice is said to be the system of policies and structures of

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governments that are organized to contribute meaningfully in maintaining and sustaining a social order with low or minimal crime rate, impeding crime, or motivating individuals who neglect criminal punishment and rehabilitation laws. The police personnel are seen as always regarding the criminal sentences and sentencing as too lenient (Kenny, 2016; James, Katie, Brain & Georgie, 2016). In the perception of the police, justice dispensation in Nigeria, especially as it concerns capital offenses, such as armed robbery, almost always falls short of their expectations. It has been reported among police personnel in Nigeria that armed robbery suspects arrested with arms as dangerous as automatic rifles and charged to court, have been traced to other robbery incidents and re-arrested (Amnesty International, 2002, Pg. 179).

Quite a number of police officers have been reportedly killed by armed robbery suspects hitherto arrested and charged to court, but might have found their ways out there somewhere along the line of the criminal justice process, back in the streets perhaps to hunt down those (police personnel) who arrested and charged them. Even the recent #EndSars' protests in which many police personnel reportedly lost their lives, some observers see targeting the Nigeria police personnel as a possible fight back by some of the hoodlums or criminals that might have been arrested and prosecuted before. This category of thinkers and observers see the recent youths violence to have been planned and orchestrated by criminal gangs and their cohorts all of whom may be aggrieved for having been arrested and may be outside of due process, and perhaps persecuted in the court of law by Nigeria Police personnel in the past.

Police personnel are often alleged of anger on sighting a suspect, or on receipt of intelligence about a suspect or a gang being involved in a previous robbery and perhaps got discharged by the courts (judges) for reasons the cops would always see as 'flimsy' that do not reflect or represent field experiences and realities especially in cases of tracking and arresting armed robbery, kidnapping and terrorism suspects from their hideouts (The Point, 2017). This makes the suspect a likely victim for extrajudicial decision from the arresting or interrogating officers without any established fact or concluded investigation. In addition, monetary or material extortion is part of the chain of alleged police anti – suspects and/or anti-citizens harassment and unprofessional conduct said to be quite wide spread and reported even in both social and conventional media,

local and international. Being notorious for frequent cases of harassment of  citizens, most of whom are reported to be without evidence of preceding or previous involvements in  reported crimes,  has also been attributed as a possible causal factor in recent #EndSars violent demonstrations in Nigeria of which the Nigeria Police Force was widely seen as  main target. But there were also youths demonstrations in various states across the United States of America also said to be against alleged  brutality and extrajudicial killing by the USA police. Even in developed countries allegations of police anti citizens behaviour are reported to be wide spread. The death of George Floyd on 25th May,2020 in Minneapolis, Minnesota reportedly occurred while he was  being arrested and was seen as intentional and unwarranted of a professional police team of officers. Many people across the world equally viewed the incident of the death of George Floyd aged 46 as a play out of racism said to be inherent in the America policing and criminal justice  system (Hernández, 2020). Several cases of police infractions on the blacks in the United States of America, USA, are said to  be almost on a daily or weekly occurrence. Frequent and  periodic reports of extrajudicial shootings, maiming or outright killing of mostly black citizens are becoming a common occurrence across the United States of America (Hernández, 2020).

Police personnel, similar to other individuals in other spheres of life, often  foresee what may be in store from such circumstances depending  on their past field experiences in which escaping gang members have reportedly tracked down and allegedly killed police personnel who must have  arrested, charged and may be, attempted to prosecute them before they escaped or somehow  jumped the criminal justice process. As anyone might expect, police and probation supervisors reportedly feel more offended when an offender with a history of criminal career is found to have returned to the streets in apparent freedom, and would  hardly  waste their time complying with  due process.

More observable among police personnel is anger and frustration upon any news or actual release of a dangerous criminal back into circulation of the  normal society either due to systemic weakness or  loop holes and/or lack of evidence for prosecution.  Police personnel in Nigeria have been reported to visit their anger on suspects who commit such kinds of crime and rearrested from escape. This study thus assesses how officers' perceptions of alleged citizens hostility, justice dispensation by the judiciary (judges),

workplace frustration and cynicism as possible determinants of Nigeria police personnel positive attitude towards extrajudicial killing.

## 1.2 Statement of the problem

Personnel of the Nigeria Police Force are widely alleged to be responsible for hundreds, and perhaps more, of extrajudicial killing in Nigeria (NOPRIN, 2009; The Point, 2017). And extrajudicial killing by police personnel is said to be on a dangerous rise in the country, and the causal factors of the ugly phenomenon remain relatively obscure especially in the academic research. Perhaps more alarming about extrajudicial killing is the psychological trauma and agony of individuals, such as men and women, parents and children, as well as the huge economic loss or losses to the victims' families, communities and the society in general. All these are being said to be staggering and probably inestimable in monetary terms, partly because, some of the victims of extrajudicial killing are said to be individuals upon whom lots of money may have been spent to train even in universities abroad. Dele Udo, for instance, was said to be in the University of Missouri in the USA, while only on a visit to his country, Nigeria, to participate in athletics, being a 400 meters sprinter, when he was killed by police personnel at a police checkpoint in Lagos (Vanguardngr, 2021).

The Nigeria police force, indeed, was never established to murder its own citizens. They are employed, trained and paid to protect. The organization was formed principally to maintain law and order, protect lives and property of the citizens among other fundamental and existential objectives. So, why are the citizens allegedly being killed by the very police that was formed to guard and protect their lives and property?

Murder is generally seen as a response and not a stimulus. Therefore, some factors could be responsible for extrajudicial killing? Is it work place frustration? Or is it perceived citizens' hostility?

Many of the victims of extrajudicial killing are said to be bread winners of their families, and following their abrupt or sudden deaths, many things are "no longer at ease" for members of victim's families, to say the least. Among victims' family of extrajudicial killing, women are known to become single parents and widows, and many children are

known to  become fatherless due to extrajudicial killing. In some gruesome extrajudicial killing many victims are reportedly single children or "only child" to their parents, and being lost to the scourge  of  extrajudicial killing, the pains of such parents can only be imagined. For instance, Onyeji (2020) in her study also reported the alleged gruesome killing of the  six (6) young  individuals who were auto spare parts dealer apprentices in Apo area of Abuja was a major case of extrajudicial killing.

These have generated concerns and thus the need to carry out a study like this in order to unravel how psycho-social and demographic factors might be responsible for positive attitude towards extrajudicial killing in the Nigeria Police Force. There seems to be the feeling that majority of police personnel across the ranks, educational status, years of experience in the job, tribe, Age and Religion, would seem to be  more  favourably disposed to extrajudicial killing of suspects for various reasons yet to be determined outside of this study.

Literature reviewed in organisational psychology has implicated police personnel's reactions to their workplace frustration, police perceptions of alleged citizens hostility, including public condemnations and outcry against police brutality and torture, extortion, harassment and police personnel's perception of  justice dispensation by the Judiciary (judges) in the build up to these unethical or unprofessional conduct manifesting evidently and ultimately as extrajudicial killing (Adebayo, 2005; Adebayo et al, 2008; Carr &  Maxwell, 2016). Similar studies exploring alleged citizens' hostility and police cynicism models in policing have also noted these effects, including the relationship between justice dispensation, perceptions of justice dispensation and attitude of personnel of the Nigeria police towards police brutality (Adebayo et. al. 2008; Carr,  &  Maxwell, 2016; Gau, 2017, pg 182).

Recent theoretical findings in police studies and related fields, have claimed that the relationship between police personnel perceptions of the  judiciary in terms of justice dispensation (courts/judges)  and police personnel's attitude towards extrajudicial killing may be the product of faulty institutional supervisory procedures that must have 'trickled-down' and spread  or reflected along various levels of police-citizens interactions and socialization. Also, there is the generalization among researchers and

writers that police cynicism is a central factor that is said to underlie all police deviant or unprofessional behaviour toward the citizens, but with almost no empirical evidence to justify it (Carr, & Maxwell, 2016; Gau, 2017; Akinlabi, 2017).

Previous researches outside Nigeria may have reportedly delved into attitude of police personnel but such may not have systematically tested for the mediatory role of cynicism in the overall outcome. No empirical evidence may exist with respect to such combination of the variables in the study including the relationship between police perception of justice dispensation by the judiciary (judges/courts) and attitude towards extrajudicial killing among others. Based on this premise, this study has attempted to provide answers as to how police perception of alleged citizens' hostility, justice dispensation by the Nigeria judiciary (by judges), workplace frustration and cynicism would jointly and/or independently determine attitude towards extrajudicial killing among police personnel in Nigeria.

The question here then is, will police perception of justice dispensation, perceived citizens' hostility, police workplace frustration and cynicism ultimately influence the attitude of police personnel towards extrajudicial killing? This obviously has formed part of the crux of the problem of this study. Quite largely in the literature on extrajudicial killing by police personnel, it is being estimated that extrajudicial killing was spreading like wild fire and could soon consume more people than expected. The psychological and economic costs of extrajudicial killing such as deaths of young men and women, lost in their prime to the scourge of extrajudicial killing in Nigeria may not have been fully calculated. Imagine for instance, the psychological trauma together with the economic cost of losing a child trained in a university, at home or abroad, by a low or middle class family, to extrajudicial killing by Nigeria police personnel. And victims of extrajudicial killing in Nigeria are said to be traceable to different states and regions of the country. As mentioned in the earlier part of this introduction, there is hardly any social strata, religion, gender or age, without victims of extrajudicial killing.

Given the high prevalence of extrajudicial killing in Nigeria by the Police, the study principally examined how police personnel is said to be perceiving what they view as citizens' hostility and how justice dispensation by the judiciary (courts/judges) would not

go down well with police personnel. The study also investigated police workplace frustration as a factor in the attitude profile of police personnel towards extrajudicial killing. Cynicism among police personnel was evaluated in order to identify how it mediated in the relationship between the dependent variable (attitude towards extrajudicial killing) and the independent variables (workplace frustration, perceived justice dispensation, citizens' hostility, cynicism, education attainment and rank among police personnel).

From the aforementioned therefore, the following research questions have been thoroughly answered in this study;

1. Will social factors (sex, age, education, years in service and rank) and psychological factors (Work-place frustration, police-citizen hostility, and perception of justice dispensation) have significant joint and independent prediction on attitude towards extrajudicial killing among personnel of the NPF?

2. Will psychological and social factors have significant joint and independent predictions of cynicism among personnel of the Nigeria Police Force?

3. Will cynicism mediate the influence of individual factors on attitude towards extrajudicial killing?

4. Will ranks of police personnel have significant influence on attitude towards extrajudicial killing among personnel of the Nigeria police force.

5. Will level of education have significant effects on attitude towards extra-judicial killing among Nigeria police personnel?

## 1.3 Purpose of the study

The broad objective of this study was to examine the psycho-social factors (work place frustration, perceived citizens' hostility, perception of justice dispensation by the judiciary and cynicism) and demographic factors (sex, religion, age, marital status, education, ethnicity, rank, and present job assignment) determinants of attitude towards extrajudicial killings by the Nigeria police personnel. This makes efforts to examine the mediatory role of cynicism in attitude towards extrajudicial killing outcome. The following specific objectives were pursued in this study.

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1.  To determine whether social factors (sex, age, education, years in service and rank) and psychological factors (workplace frustration, perceived citizens' hostility, and perception of justice dispensation) will have significant joint and independent prediction on attitude toward extrajudicial killing among personnel of the Nigeria Police Force.

2.  To examine whether social and psychological factors will have significant joint and independent predictions of cynicism among personnel of the Nigeria Police Force.

3.  To examine whether cynicism will mediate the influence of individual factors on attitude towards extrajudicial killing.

4.  To know whether ranks would significantly influence attitude towards extrajudicial killing among personnel of the Nigeria Police Force.

5.  To examine whether level of education will have significant effects on attitude towards extrajudicial killing among Nigeria police personnel;

## 1.4    Relevance of study

Results from this study are relevant in many ways and to various stakeholders. Firstly, the findings will be helpful to the Ministry of Police Affairs, the Police Service Commission and of course, the leadership of the Nigeria Police Force to fully comprehend and effectively deal with  attitudinal  profiling and disposition of police personnel especially in  cases  of alleged brutality, torture and  extrajudicial killing, with a view to stemming or reducing the frequency of  extrajudicial killing  in Nigeria.

In addition, results from this study are relevant for a new and indigenous police training curriculum development that will be designed to be culturally sensitive and suitable for modern day policing  based on the principles of global best practices  that is devoid of high rate of  anti-citizens or unethical  policing that is more positive towards extrajudicial killing. And such new training curriculum  could lead to a new code of conduct or new rules of engagement for  policing  in  Nigeria.

The Centre for Victims of Extra-Judicial Killing and Torture (CVEKT) would also find the results of this study very useful. The Network on Police Reform in Nigeria (NOPRIN) would also find this work resourceful in strengthening their crusade and campaign activities against extrajudicial killing and torture in Nigeria: as it guides them on factors leading to worsening cases of extrajudicial killings and how to solve them through identification of the motivating and perpetrating factors influencing this phenomenon. The research work is relevant to policy makers, and policy implementation advisors by enhancing their understanding of the problems especially as it concerns the Nigeria Police Force as the lead agency in law and order and internal security operations. The results of this study are expected to contribute immensely to the enhancement of the mutual trust for effective interdependent relationships among the three components of the Nigeria Criminal Justice System which consists of the Nigeria Police Force, Judiciary and the Nigerian Correctional Authority, formerly known as the Nigeria Prisons Authority. This study highlights areas of general mistrust and lack of understanding among law enforcement agencies. Such that issues with these grey areas will be resolved and addressed by the supervising ministries.

Lastly, this study would bring about reduction of frequently reported frictions between personnel of the Nigeria Police Force and members of the public because of the recommendation for development of a new Training Curriculum for the Nigeria Police Force. This training should address issues of management and control of tensed and challenging law enforcement encounters between the citizens and the police.

## 2.5 Operational definition of terms

i. **Attitude towards extrajudicial killing:** the killing of suspects by the police without taking them through the due process, almost with absolute feeling of justification and/or legitimacy as measured in this study by attitude towards extrajudicial killing scale.

ii. **Perception of justice dispensation:** how police personnel see the judiciary (judges) in the dispensation of justice as measured in this study by perception of justice dispensation scale.

iii. **Police-citizen hostility:** perceived public hate and/or attacks directed at police personnel often associated with public perception that the police are bad, untrustworthy, unfriendly, corrupt, etc. and for which the public is perceived by the police as hostile as measured in this study by police-citizen hostility scale.

iv. **Police work-place frustration:** the feeling of inadequate or unaccomplished professional desires and the stress that accompany them as measured in this study by police work place frustration scale.

v. **Police cynicism:** attitude or behavior intrinsically expressed by the police personnel in response to observed or perceived organizational/leadership anomalies. In this case, the cynicism is directed towards the police organization and its leadership, but carried over or transferred against suspects, as measured in this study by police cynicism scale.

# CHAPTER TWO

# LITERATURE REVIEW

## 2.1    Theoretical framework

This chapter is to present an overview of assumptions, definitions and trend of attitude towards extrajudicial killing. This section looked at theories of attitudinal and police organisational theories. The section looked at empirical review as well as discussed in detail, and the hypotheses to be tested in  the study.

## 2.1.1    Frustration Aggression Hypothesis (Baron  &  Richardson, 1994)

Dollard's Frustration-Aggression hypothesis outlines how a police officer may end up becoming forceful as a result of frustration. Aggression is characterized here as an activity with the aim to hurt, and can be physical and non-physical (Baron, and Richardson, 1994). As per this hypothesis, there are four interceding factors which animate frustration and can frequently be the predecessor to aggression; magnitude of frustration, aggressive cues, arbitrariness of frustration, cognitive and emotional processes (Baron and Richardson, 1994). The amount of frustration influenced the power of preventing an objective and coordinated behaviour, the more extraordinary the circumstance, the higher the likelihood to incite a forceful conduct. In the case of police personnel, work-place frustration might be the basis of the level of aggressive behavior which largely forms the  background for unprofessional conduct that ultimately results in extrajudicial killing. Bearing in mind that most of the situations police personnel often find themselves have more frequently resulted in outright aggressiveness against suspected criminals. For instance, when a notorious armed robbery suspect known to have slipped off the police or judiciary process is found to be involved in another robbery incident, and he/she is being tracked and traced from one hiding place to another for apprehension, such a scenario, no doubt, would induce aggression in the police team

tracking the notorious suspect. In such a situation, policemen have been reported to use their firearms on suspects without due diligence and reference to standard operations procedure  such as police Order 237. And situations such as the foregoing frequently occur in the field born out of aggression. Workplace  frustration is reported to be high among personnel of the Nigeria police and it is traceable to aggressive behavior highly implicated in the incident of extrajudicial killing.

Observable aggressive cues  could also intensify the probability of  aggressive reactions resulting from a barrier to goal attainment drives. Baron and Richardson (1994) for instance, have similarly  asserted  that frustration may facilitate aggression in the overwhelming presence of aggressive cues. This can be true for personnel of the Nigeria police when in a field or practical situation in which they are facing or  encountering a gang of suspected armed robbers with weapons and with the  intention to either fight back or with a view to committing the planned  crime or to escape arrest without committing  the crime. This situation could worsen if  the suspect turns out to be known by his gang identity or name to be  responsible for the deaths of known colleagues in the past. Arbitrariness of frustration has also been recognized as a strong antecedent to aggressive behaviors (Baron  &  Richardson, 1994). This infers that frustration will lead to violence due to  unintended prevention of goals attainment. That is to say that frustration arising from goal attainment failure could drive or provoke aggressive behavioral  dispositions  in  an  individual  especially  when     anticipated  goal accomplishment fails suddenly in the process. For instance, in a situation where a police officer is being manipulated by an armed robbery suspect during interrogation thus denying the officer access to the truth as the case maybe. The frustration that arises from the not telling the truth has been implicated in aggravated aggression among personnel of not one but    many police department which could eventually become instrumental to torture and eventually extrajudicial violence against suspects, hence  often alleged deaths of many suspects in the process. From the foregoing, it is sufficiently evident that aggression often accompanies or to put it more succinctly, frustration more often than not precedes aggressive actions,  especially in the four circumstances identified. In the case of police personnel, however, aggression that results from frustration in the line of duty meets with the possession of items of violence such as rifles and shot guns or pistols,

with which aggressive acts are often expressed. Such a line of reasoning might be a good or plausible explanation for some of the cases of  extrajudicial torture, deaths, etc. often alleged to be carried out by Nigeria police personnel .

### 2.1.2    Broken Windows Theory and Police-Community Relations Model (Wilson and Kelling,1982)

Wilson and Kelling (1982) hypothesis was got from  the one of Zimbardo (1969), as referred to in Wilson and Kelling's, (1982) social trials on human conduct, looking at the practices of community and  individuals in an urban setting versus those in a progressively prosperous, rural setting. The outcomes demonstrated that albeit urban community individuals were at first bound to vandalize a deserted vehicle on the roadside than those living in a rural setting. Be that as it may, after the scientist vandalized the vehicle in the rural community, even rural community individuals partook in optional vandalism. From this Zimbardo's analysis, Wilson and Kelling advanced that the presence of a sloppy neighborhood frequently prompts 'unimportant' wrong doings, which at that point can prompt progressively genuine violations because of the discernment inside the community that nobody cares. For instance, Wilson and Kelling depicted a homeless person as scattered and figuratively the main broken window in the community, and they declared that this could  prompt the observation that nobody cares which thus can make the area all the more seemingly confused and progressively powerless against neighborhood criminality.

As indicated by these creators, police officials in watch vehicles cannot keep up with request as successfully as by walking on the grounds that the vehicle fills in the gap  as a boundary between the police officials and community individual residents. That is, community individuals are bound to connect or come in contact  with police personnel walking or patrolling the neighborhood  than  when  a police vehicle. All things considered, foot watch officials not only keep up with lawfulness in the community but also encourage more prominent communications between the police and community in this way prompting an expanded feeling of security and safety within the community, notwithstanding when records of  wrong doing stay high. The creators focused on the significance of police nearness in a community so as to keep up with the pace of peace,

law and order, as well as forestall sloppiness in the community. However, in spite of the fact that police foot watch or foot patrols show up as a potential source of solution for encouraging positive collaborations between police officials and those in urban networks, vigilante was not really the situation. Wilson and Kelling (1982) cautioned that the request support capacity of foot watch or foot patrol officials, can prompt or assume treacherous dimension, one-sided judgments of messy direction. For instance, Wilson and Kelling talked about how an innocuous individual inebriated in the lanes may be seen as the principal broken window in a community. Additionally, the community may approach police officials to make a move with regards to potential wrong doings. For example, group enrolment; be that as it may, police officials cannot just make captures or arrests based on such a call, except if explicit unlawful behaviour occurs on the spot. This regularly prompts the community to consider the police as uninterested and an effort that is futile so to say. Generally speaking, Wilson and Kelling have attested to the fact that policing dependent on the wrecked windows hypothesis will be more valuable in improving request, yet not really in diminishing wrong doings. The creators stressed that various ways to deal with policing differently sway connections to community individuals or residents and the community individuals' impression about the police. Skogan's (1990) inquires about used information got from five examinations to further expand on turmoil, wrongdoing, dread, and community decrease in urban neighborhoods. The discoveries further give support to the wrecked windows hypothesis by associating neighborhood issues with wrongdoing, while at the same time controlling for destitution, security, and racial organization. Skogan operationalized issue by requesting that community individuals often ranked how much they watched or witnessed issues (e.g., open drinking, groups, road badgering, drugs, uproaring neighbors, and business sex) and physical issue (e.g., vandalism, flimsiness or loitering, and deserting, and rubbish/littering) in their neighborhoods. Hinkle and Weisburd (2008) tried to further test the messed up or broken windows hypothesis. Hinkle and Weisburd conjectured issue, in light of broken windows hypothesis, prompts fears of wrongdoings, which would thus prompt other wrongdoings. Police crackdowns on confused neighborhoods or community were found alluded to police endeavoring to control the territories of neighborhood issue,

though problem areas are explicit regions inside an area known for wrongdoings, where police unequivocally mediated.

Control factors were wrongdoing, pre-intercession inhabitants' dread, direct exploitation, and different socioeconomics. Results demonstrated that community individuals' apparent social issue and watched physical issue, related altogether to expand dread or fear of wrongdoing. Be that as it may, when police interceded through crackdowns on confusion and minor wrongdoing problem areas as a means to controlling issue, the community individuals amusingly announced that they felt more unsafe. Accordingly, Hinkle and Weisburd called attention to to the fact that police projects and procedures ought not to exclusively be centered around decreasing issue yet in addition to utilizing systems to diminish occupants' feelings of dread of wrongdoing. That is, it might be imperative to inspect the techniques used by police when implementing request, in view of the wrecked windows hypothesis (Hinkle and Weisburd, 2008). Lieberman and Dansky (2016) condemned the messed up windows policing, stating that such policing prompts an unbalanced number of Black and Latino people in the criminal justice framework for low-level criminal movement. Gau and Brunson (2010) indicated that policing keeps up request that regularly involves continuous stops of vehicles or people for suspected misconducts, in light of indistinct or minor offenses, which expands sentiments of being pestered by police and strengthens legitimate criticism for guys in urban neighborhoods. Accordingly, since Wilson and Kelling's (1982) statement of the request support capacity of the messed up windows hypothesis, particularly by method of foot watch policing, incorporate hyper-forceful policing that is seen as badgering. Lieberman and Dansky featured how using broken windows policing, contributes not exclusively to sentiments of provocation by community individuals however to unlawful hunts, like Stop and Frisk. Notwithstanding, these police strategies and methodologies serve to sustain apparent antagonistic vibe among urban community individuals and saw generalization risk among black men. Moreover, the open impression of police was additionally affected by different elements, for example, Bain et al., 2014)saw reasonableness in policing and media portrayals of police. Bain et al. featured the requirement for increasingly powerful correspondence between the police and community to help with policing systems and to improve view of police by community individuals. By and large, it shows up that the

messed up windows hypothesis keeps on being generally connected to community policing techniques and may affect the connections between the police and community individuals in both positive and negative ways.

### 2.1.3   General Strain Theory (Agnew, 2001)

Agnew's general strain theory is based on micro-level and social psychological insights to classify three forms of deviant-producing strains (Akers et al, 2017). Agnew's theory comprises three kinds of strains: "deter or hinder individuals from fulfilling their positively valued objectives," actual or intended removal (loss) of positively valued stimuli from individuals" and "current and expected appearance of negative or aversive stimuli."Agnew (2001) proposed elements of strain which are more susceptible to individual's involvement in crime, such as strains "seen to be unfair," "seen as being high in rates or frequency," "linked with low social control" and "produce some strain or inducement to partake in such criminal act." Agnew (2001) included objective and subjective strains while assessing different types and levels of  strains considered to be unreasonable and intense in frequency: objective strains for instance are actions or situations which are disliked by many individuals in a particular group. Whereas, subjective strains are those actions or occasions which are disliked by individuals facing or experiencing them.  Agnew (2001) addresses two similar ways by which scholars may assess objective and subjective strains considered unfair and seen to be intense   in frequency.

Agnew (2001) describes the use of a panel of experts experienced with a specific group to determine objective strains: the first approach was to require experts to assess the extent at which different strains are likely to be perceived as unfair and as intense in proportion, and the second approach was to question the extent of injustice of strains or the severity of disparaging strains to a representative sample of group. Agnew (2001) proposes to determine the subjective strain by asking survivors to assess the extent by which different strains are likely to be perceived unequal or high in proportion. Agnew (2002) elaborated the general theory of strains with three additional forms of strain: (1) "experienced strain centres on goal impasse," (2) "vicarious strain centres on pressure tolerated by individuals in that person's life" (p.603), and (3) "expected strain centres on

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the stress of belief that can persist or new ones may arise" (p. 613). Agnew (2002) believes that the stress of experience has more negative influence than the strain of experience. Agnew (2002) cited examples of the vicarious strain of death, sickness, and accidents to family members and friends.

Agnew (2002) cites Anderson's (1999) Street Code as an example of the expected stress, and relates to residents of poor inner-city neighborhoods, particularly young men, who often predict that they are likely to be victims of abuse. A representative sample of law enforcement personnel and university students is used in this analysis to measure objective stress. Based on Agnew (2001), this strain measurement method is most suitable when it focuses on individuals with specific information. Stress was recognised as an important factor in the use of force. Police officers have a wide variety of experiences and police training. There was also a consensus on the negative aspects of the profession. Most police officers say that they encounter a lot of negative situations and horrific incidents from police officers. Much of the time, police officers communicate negatively with people. Thus under these stressors police tend to use extra-legal force when they observed that some suspects want to compound the challenges of their job or circumstances of their victims. The police officers believe they are being looked upon by the public as source to alleviate or minimize pain, suffering, anguish, and tragedy.

### 2.1.4  Angry-Aggression Theory

Furious aggression hypothesis (Griffin & Bernard, 2003) depends on a huge and settled assemblage of natural and mental research about physiological excitement, which is the body's "fight or flight" reaction to being compromised. This assemblage of research finds that individuals who are constantly excited will in general translate a more extensive assortment of occasions as compromising than do other individuals. Likewise, this examination finds that constantly stimulated individuals will in general react to undermining occasions more forcefully than do other individuals. Bernard (1990) at first utilized this hypothesis to clarify the exceptionally rough reactions to unimportant clashes and put-down by "genuinely hindered" individuals in internal city regions. He contended that destitution, urban situations, and racial segregation are auxiliary conditions that all

outcome of incessant physiological excitement. Individuals who experience these conditions, in this manner, would be relied upon to decipher a more extensive assortment of occasions as compromising and to react to undermining occasions with more aggression than other individuals. Bernard at that point contended that under states of social segregation, this expanded forcefulness will in general feed on itself in a winding of expanding viciousness. In the first place, when incessantly excited individuals are socially detached in a specific domain, nature itself turns out to be very dangerous on the grounds that everybody sees dangers all over the place and reacts forcefully to dangers. The dangerous condition at that point further builds the physiological excitement of the individuals inside the earth and along these lines further expands the forcefulness of those individuals. Second, under states of social confinement, the over the top view of dangers and the forceful reactions to dangers will in general separate from their sources in constant physiological excitement and to move toward becoming subcultural—that is, to end up installed in esteems, standards, and desires that are transmitted in relational interchanges as a major aspect of a bigger perspective. When that occurs, at that point even individuals inside the earth who are not constantly stimulated will incline toward - over the top view - of dangers and forceful reactions to dangers. Third, individuals inside these situations generally cannot react to the real wellsprings of their incessant physiological excitement—destitution, urban conditions, and racial segregation.

Consequently, these individuals will in general uproot aggression onto noticeable and helpless victims inside that condition. This further builds the dangerousness of the environment, along these lines, further expanding the physiological excitement hence forcefulness of the individuals inside nature.

Bernard alluded to this whole descending winding as a "subculture of irate aggression." It is significant that furious aggression hypothesis is not deterministic and consequently does not attest that all individuals in comparable circumstances take part in comparative practices.

Three components of furious aggression hypothesis appear to apply straightforwardly to the clarification of police utilization of arbitrary power. Initially, policing is a profoundly upsetting occupation and police officials themselves are incessantly stirred on their

employments. Second, police will in general be socially disengaged from different individuals from society. Third, police to a great extent cannot take care of the genuine wellsprings of unending weight on their occupations. Irate aggression hypothesis, along these lines, recommends that police officials generally observe more dangers and to react to dangers more forcefully than other individuals; that these observations and reactions should in general be separated from their sources in endless physiological excitement and to end up inserted in sub-cultural standards, qualities, and desires; and that police officials ought to tend to move aggression to noticeable and helpless victims on the prompt condition.

For police personnel, this, to a great extent, would be residents who come into contact with them, particularly the suspects. These individuals at that point would turn into the object for police utilization of power. Essentially, nothing in the theory states that these propensities fundamentally are completed. Anger aggression hypothesis would therefore anticipate individual level contrasts among police officials.

Structural Sources of Police Stress ——— Inability to reduce stress by addressing its structural sources

Chronic Physiological Arousal In Police Officers ⟶ Psychological methods to reduce physiological arousal: Coping

More Threatening Environment ⟵ Tendency to see more threats and to respond to threats with more aggression: "authoritarian" personality

Tendency to displace aggression onto visible and vulnerable targets: Suspects, etc.

Social Isolation of Police Officers

Interpersonal communication about the prevalence of threats and the appropriateness of aggressive responses to them: the "police subculture"

**Police Use of Extra-Legal Force**

**FIGURE 2.1: Police Extra-legal Force as Angry Aggression Model**

**Source: Angry Aggression Model Griffin and Bernard (2003)**

### 2.1.5 Just World Belief Model (Melvin Lerner, 1980)

Melvin Lerner (1980) proposed the 'Just World Delusion' to allude to our need to accept that the world is a just spot where individuals 'get what they merit' yet additionally where, contingent upon their conduct and their properties, they, as per this model, likewise seem to merit the genuine destiny that life has given them (Lerner, 1980). Our instinctive and profoundly installed human wants to see the world as just (and consequently as secure, controllable and ethically adjusted) is solid to the point that if we observe an injustice that we can only with significant effort cure, we can be directed to wipe out the apparent or genuine danger to our 'misled conviction' by re-interpreting clearly unjust occasions so they give off an impression of being 'just' (Lerner, 1980). Lerner clarifies that when individuals cannot adapt to these occasions, they utilize sound strategies (like helping the casualty of past injustices or taking active strides to counteract the event of future injustices) they frequently resort unwittingly to three 'non-reasonable' techniques that enable them to 'reinterpret the "injustice" so that actually, it vanishes' (Lerner, 1980). These regularly watched strategies, which allow individuals to accept that the individual worried somehow or another merited his/her destiny, include:

- reinterpreting the result of an occasion;
- reinterpreting the 'cause' of an occasion; and
- reinterpreting the character of the individual in the occasion.

The first of these non-level-headed strategies includes reinterpreting the consequences of an event so that the outcome no longer appears to give rise to an injustice. For example, in the case of the extrajudicial death of a suspect in the hands of the police, if the death of the individual brings a sort of relief for the community, being that the individual has been troublesome in the past, then the police officers and members of the public might find and spotlight on such a remunerating advantage or reward, which enables them to accomplish 'a point of view that characterizes the injured individual's destiny as a significant or attractive result. By describing the result as something to be thankful for, the police officials can hold onto the occasion as something positive and might discover inspiration to take part in comparable acts later on. The occasion is never again deciphered as an unjust and undeserved catastrophe, yet something to be thankful for or to be commended. In the subsequent approach, we are enticed to reinterpret the 'cause' of

an occasion with the goal that the unjust result has all the earmarks of being merited. An exemplary case of this strategy of avoiding the end that the world is an out of line and unjust spot is the well-known marvel of unfortunate casualty accusing (Learner, 1980). To avoid having to accept that they themselves might be the subject of an unjust attempt to terminate their lives, people find reasons why a victim of extrajudicial killing might have brought it on him/herself by going out late at night, dressing like a tout, arguing with a police, etc. Once this manoeuvre is complete, members of the public and the police officers who fall victim of such a delusion can continue to feel that the death of such a victim was actually caused by his/her own carelessness; hence, he/she deserves it.

The third approach is to reinterpret the personality of the person involved in the activities in order that we are able to carry on to believe that only good things will occur to good people, and that only bad things will occur to bad people. For instance, the public and police personnel could alter their view about the moral worth of the victims of such an act, thinking that individuals who suffer an apparently unfair fate of being killed extra judicially seem to have justified the awful happening that happened to them due to the evils they must have perpetrated in the past.

To most people, it is seen as nemesis catching up with them. Every one of these approach has a similar result – they enable us to keep on confronting the future and to abstain from being overpowered by the idea that regardless of what we do, we are the powerless toys of a defame, unfeeling destiny of life. It has been proposed in literature that just world belief theory can be applied to a large diversity of social relations and development (Hafer and Begue, 2005), which does not exclude the phenomenon of extrajudicial killing by police personnel.

Just world belief can be said to equate justice with deservingness, as the just world is a place where people get what they deserve (Hafer and Begue, 2005). In the police community, the issue of deservingness always surfaces in the context of the police support for a member of the force that is involved in extrajudicial killing, saying that the victim got what he/she deserved. In this premise, could victims like Kunle Adepeju, Dele Udoh and the Apo six have deserved their deaths? Even the general populace at times consent to this thought pattern by assuming the victim might not be innocent and must

have walked around the corridor of crime for he/she to be a target of such an act. On the other hand, there are people who applaud the prosecution of police officers who kill extra judicially, also believing that they deserve the punishment meted out on them by the authorities, no matter how stiff it is, since they terminated the life of someone else. Tankebe (2009) commented that people make such statements as "people who kill armed robbers should not be blamed" simply from the perspective of the just world belief system.

Notwithstanding, as Charles Batson calls attention to, the Just World Belief is a 'two edged sword' that can lead us either 'to review injustice or to propagate it (Batson, 2002). The Just World strategies can lead us to re-translate the actualities so individuals seem to move out of the upsetting category of 'honest casualties of an unjust destiny' into the all the more consoling class of people 'who made them come'. This we do by utilizing a procedure of thinking that has all the earmarks of being very broken, for example, "Just the terrible should endure"; "An individual has endured, subsequently, he/she more likely than not been awful". This un-expressed syllogism frames in our sub-cognizant personalities give us the solace we need, however unreasonably, it would then be able to keep us from offering solace to the individuals who have endured (Davis, 2007). Along these lines, while the strategies conceived from the Just World Delusion may have constructive mental consequences for those in its grasp, they can likewise negatively affect the manner in which that those individuals treat others and lead them unwittingly to propagate the extremely sort of injustice against others that they dread such a great amount for themselves.

### 2.1.6   Theory of Reasoned Action (Ajzen, 1980).

The Theory of Reasoned Action (TRA) is a framework for the prediction of the social goal, which goes beyond expectations of behaviour and expectations of conduct. The subsequent separation of the standard of behaviour takes into consideration the interpretation of constraining elements on the attitudinal effect (Ajzen, 1980). The theory of reasoned action was developed by Fishbein and Ajzen (1975, 1980), based on past investigation that started as the hypothesis of a frame of mind, which led to the examination of attitude and behaviour. The hypothesis was "brought into the world to a

large extent, out of frustration with the customary mental conduct, explore, a little bit of which had found a fragile relationship between frame of mind evaluation and implementation of volitional practices" (Hale, Householder and Greene, 2003).

The theory of planned behaviour was proposed by Ajzen (1985) from his article "From Expectations to Actions: The theory of planned behaviour." The model was developed from the theory of reasoned action proposed by Fishbein and Ajzen in 1975. Therefore, the theory of reasoned action was based on different assumptions of the frame of mind, such as learning speculations, optimistic speculations, consistency speculations, and attribution propositions. As per the theory of reasoned action, if a person considers the prescribed behaviour to be positive (disposition) and on the other possibility that they feel that their critical others need them to act out the behaviour (emotional standard), this outcome in a more significant standard (inspiration) is bound to be considered. In this case, a police officer or man can involve in extrajudicial killing if the idea of the suggested behaviour is positively appraised in a discussion amidst other members of the force, probably in the form of merely wishing the suspect would not escape justice. The implicit support of others would increase the possibility of the police officer or man's intention, in turn strengthening the attitude. A high relationship of dispositions and abstract standards to conduct expectation, and in this manner of conduct, has been affirmed in numerous investigations.

A counter-content with the high link between conduct goal and the actual conduct was also suggested, as the after-effects of some investigations indicate that, in the context of incidental constraints, the social goal may not necessarily lead to real conduct. Specifically, as conduct expectation cannot be a select cause of conduct where an individual's control over conduct is insufficient, Ajzen introduced the concept of structured conduct by adding another part, "saw social control." Through this, he expanded the reasoned action theory to include non-volitional practices for predicting the conduct goal and genuine conduct. According to Fishbein et al. (1994), behaviour is described by four components' combination that includes context, target, action and time. For example, carrying out an extrajudicial killing (action) on armed robbery or terrorism suspects (target) in custody or during operation (context) at any given time (time). According to (Fishbein, 1994), the expectation to perform conduct is the best indicator

that the desired behaviour will really happen so as to gauge it precisely and adequately, aim at utilizing similar segments used to characterize conduct: action, target, setting, and time. Both frame of mind and the standards portrayed underneath, impact one's goal to perform conduct.

### 2.1.7 Retributive Justice (Jemkin, 2011)

Retribution depends on the idea of lextalionis - that is, the law of retaliation. At its center is the rule of equivalent and direct revenge, as communicated in Exodus 21:24 as "tit for tat." This surmises pulverizing the eye of an individual of equivalent social standing implied that one's own eye would be put out. Under requital, it is ill-advised to enable liable people to go unpunished. Since discipline must be merited and pursued at fault actions, it is improper to prevent people the outcomes from securing their actions (Jenkins, 2011). In certain regards, discipline is seen as something that people "procure" when they practice their freedom in an unsuitable way. Vital to punitive justice are the concepts of legality and desert (Rachels, 1997). We imagine that a person gets to acquire what they deserve. This suggests persons whose fastening down merits their prizes for all the hard work, whereas the persons who disrupt the guidelines have the right to be rebuffed. Likewise, individuals have the right to be treated similarly as they deliberately treat others (Rachels, 1997). In the event that you carry on well, you are qualified for good treatment from others. In instances of bad behavior and criminalities, somebody who merits certain advantages has lost them, while somebody who does not merit those advantages has picked them up. Cragg (1992) here views perspective discipline as the evacuation of the undeserved advantage by forcing a punishment that in some sense adjusts the mischief exacted by the offense. It is endured as an obligation that the miscreant owes their kindred natives. Retributive justice along these lines means to re-establish both unfortunate casualty and guilty party to their suitable positions with respect to one another.

Police personnel most times operate with the orientation of retribution in mind, expecting retribution to be handed down on everyone suspected of armed robbery and terrorism. Bearing the nature of justice dispensation in Nigeria which at times occurs in such a way that suspects could slip off the law through the frailty of the system or the eloquence of

their lawyers, sometimes shifting attention from the actual facts of the case to technical irregularities, thereby resulting in the courts setting free individuals that actually committed crimes, known to the police personnel. The retributive orientation deeply rooted in the police personnel as a reason of their training makes them perceive inequity; the dissonance resulting from this inequity might motivate them to seek the justice evaded on that suspect outside the due process of the law if re-apprehended, or perhaps on other suspects, while thinking the court of law might end up setting them free. This would help them perceive justice for the crimes committed. The concept of retributive justice has been used in a variety of ways, but it is best understood that this kind of justice has been carried out in accordance with the following three principles: (1) that persons who perform particular kinds of wrong doings, such as genuine violations, are ethically entitled to exercise proportionate discipline; (2) that it is naturally and morally incredible — great without regard to any other merchandise which may arise— if any genuine punisher offers them the discipline that they deserve; and (3) that it is ethically impermissible, purposefully, to repudiate the honest or, lopsidedly, execute immense disciplines on the miscreants. The prospect of retributive justice has taken a leading position in the discourse of punishment in recent decades, but many of its highlights–in particular the concepts of desertion and proportionality, the regularization of suffering and the absolute reason of vengeance–remain challenged and threatening.

### 2.1.8   Police Sub-cultures and Code of Silence Model

The most well-known clarification for police utilization of arbitrary power is found in the hypotheses of police subculture (Sherman, 1980). The police subculture is "regularly delineated as a word related and hierarchical condition that encourages profoundly unethical and secrecy or secret code of silence which ensures aberrance, mystery, quietness, and scepticism of officers' wrong doings. This secret code encourages officers' narcissistic tendencies such as suspiciousness, insularity, severity, dictatorship, ultra conservatism, bias and bigotry" (Sayles & Albritton, 1999, p. 163). The genealogy of policing subculture research can be followed to Westley's (1953, 1956, 1969, 1970) spearheading investigation of police in Gary, Indiana. Westley (1969) contended that police conduct was best clarified as an element of frames of mind held by police as a

word related gathering. As for police misuse of power, Westley (1969) accepted police associations cultivated and reproduced a subculture of vicious men and proposed that a police official "utilizes torture unlawfully on the grounds that such utilization is viewed as just, adequate, and, on occasion, expected by his organisation" (p. 216).

Niederhoffer (1967) argued that the police subculture was portrayed by characteristics, for example, pessimism, tyranny, aggression, a propensity to generalization, and an inclination to characterize the world regarding "great" versus "terrible" individuals. Reuss-Ianni (1983) comparably portrayed a subculture among police officials alongside a different administration culture in the office chain of command. She further stressed that these societies were in consistent clash with one another, subsequent in an opposing and stressful condition. Despite the fact that these are the most widely recognized clarifications for police maltreatment of power, the hypothesis of the police subculture has numerous commentators. Kania and Mackey (1977) found that police subculture did not represent the difference among paces of over the top power between states. At the most fundamental level, Sayles and Albritton (1999) addressed whether a police subculture in reality exists and provided that this is true, the degree to which the subculture influences individual actions by police officials. These commentators contended that most sub-cultural hypotheses are solid clarifications for the dynamic, changing wonder of police conduct. As Crank (1998) has expressed, "police culture is without a moment's delay more mind boggling and exquisite than recommended by an emphasis on dull components of policing, for example, debasement, tribute misleading, and criticism" (p. 14). Without a doubt, Manning and Van Maanen (1978) have commented about the various and assorted "subworlds" that make up the policing condition. As of late, Herbert (1998) recognized two head deficiencies of most records of police subculture. Initially, he contended that there is a lot of differentiation made between the formal and casual in policing (i.e., lawful and bureaucratic guidelines rather than the "less formal ethos of the subculture," p. 344). Second, "these discourses normally treat police subculture as though it were a pretty much firm entire" (Gustafson, 2010). At long last, Gustafson, (2010)has depicted the predominant subcultural models as cliché, recorded, and impressionistic.

### 2.1.9    Organisational cynicism theories and models.

Mental contract infringement and implied contract infringement, according to Andersson (1996), are important predictors of employee cynicism. This argument was based on the assumption that three essential factors lead to the creation of cynicism: the specification of absurdly high expectations, the perception of disappointment at failing to fulfil these standards, and the resulting bafflement. Anderson (1996) also contended that ignored desires serve as a covert topic in microscale contract infringement, and that when these desires are ignored, negative mentalities and behaviours result. Therefore, the zone of agreement violation was viewed as a useful measured method for identifying markers and outcomes of employee cynicism (Anderson, 1996). Lastly, Anderson (1996) described cynicism as an attitudinal response of workers to issues in the workplace and work situations, asserted by identifying as well as evaluating those components, supervisors may almost certainly recognize and mitigate the negative effects of cynicism.

The model of cynicism by Johnson and O'Leary- Kelly's (2003) focused on concepts associated with the impression of agreement infringement. These specialists investigated cynicism in connection with the differential effects of social trade infringement on workforce, hypothesising that once staffs do not get what they anticipate or need from their work relationship, a breach of mental contract or critical frames of mind may occur. This thought depends on the theory that in the event that social trades have diverse hidden attributes, at that point, infringement of such trades may bring about various outcomes. Basically, Johnson and O'Leary-Kelly (2013) contended that the social trade needs that bring about mental contract break distinct from people who bring about authoritative cynicism in the level of individual clarity. Along these lines, the individuals who experience contract break may react uniquely in contrast to the individuals who are sceptical. Be that as it may, it is likewise recognized that mental contract rupture might be a predictor of authoritative cynicism. These hypotheses both conceived cynicism as a worker's frame of mind as well as perceived that a person's feelings about working conditions can possibly extraordinarily affect cynicism towards associations. Also, both of these hypotheses restricted their concentration to singular view of apparent contract infringement, and neither unequivocally connected attitude theory.

Dignitary et al. (1998) adopted an alternate strategy to the investigation of cynicism. Despite the fact that they were founded on previous concepts of cynicism, the focal spotlight was on setting up cynicism as a "genuine" frame of mind and recognizing it from other work mentalities. They recognized different definitions and hypothetical antecedents of hierarchical cynicism. Dignitary and associates brought up that cynicism has been inspected through various hypothetical focal points, and has concentrated on a few targets, incorporating other individuals when all is set in done; cultural establishments, a person's profession, top administration, as well as hierarchical reform endeavours. Also, cynicism was recognized from different builds, for example, authoritative duty, trust, work satisfaction, and distance. Dean et al. (1998) created "another" cynicism formulation, in order to coordinate and build on previous cynicism speculations. The aim of this new point of view was to capture the term's generally recognised meaning while also providing a firm basis for operationalizing and estimating hierarchical cynicism. Similarly, hierarchical cynicism has been described as a negative attitude toward one's superior that manifests itself through beliefs, control, and basic behaviours.

Dean et al. suggested that the fundamental belief is that the relationship or manager needs uprightness, influence including negative sentiments and emotional reactions, and basic practices while incorporating solid analysis, cynical forecasts, important looks, moving eyes, and smiles. The Dean et al. (1988) formulations emphasises the following points: cynicism is viewed as a condition, not a characteristic; it is not restricted to a particular type of work or profession; it balances the development by providing conviction, influence, and conduct. Some other important points raised by these researchers despite the fact that cynicism might possibly be impartially substantial or justified, it is indifferently legitimate to pessimistic people. Also, it was noted that cynicism can be beneficial to both the person and the organisation. The makers, in particular, ensured that negative people are less likely to be manipulated by others, and that detractors serve as a warning of proclivities to be self-indulgent and deceptive.

### 2.1.9.1 Foci of organisational cynicism theories

Specialists investigated various forms and foci of authoritative cynicism, with a focus on hierarchical reform and explicit types of organisational cynicism. Reichers et al. (1997), for example, is a follow-up paper that adds to previous studies on cynicism regarding hierarchical transition (i.e., Wanous et al., 1994). These researchers valued a specific brand of authoritative cynicism founded on the presumption that interests trump efforts. According to Reichers et al. (1997), cynicism about progress stems from a genuine lack of confidence in reform leaders. It is a reaction to a history of reform programmes that have not been considered effective by workers, and it can occur regardless of the good intentions of those in charge of change. Reichers et al. (1997) prioritised comprehension and the management of cynicism in the context of authoritative change. They warned that if pessimists continue to resist change, this type of negativity could become unavoidable, and a lack of employee support may result in failure or minimal achievement, which strengthens critical convictions and perpetuates the cycle of progress resistance. Since most reform initiatives rely on "normal" workers to carry them out, cynicism can be a major barrier to change. Besides, the researchers argued that cynicism would permeate different workplaces, causing workers to lose accountability and motivation. Also, the researchers posit that cynicism about hierarchical change can exist because it serves various capacity. Cynicism, for example, has been proposed to help individuals comprehend confounding occasions in their condition, just as fill in as a resistance that shields individuals from horrendous musings. Additionally, this hierarchical change theory claimed that people do not want to be negative; rather, pessimistic employee frames of mind emerge as an effect of experiences and are justified in light of their beneficial purposes. Reichers et al. (1997) went on to say that cynicism can be managed and regulated by well-planned, deliberate administrative efforts, as an alternative to focusing on a single form of cynicism that is commonly found in organisations.

Effort has been made to theoretically explain the procedure that leads to the development of five distinct modes of cynicism and to compare them with empathic outcomes in the workplace (Abraham, 2000). In contrast to Dean et al. (1998) conceptual frame of cynicism, Abraham (2000) described cynicism as including influence, conduct, as well as convictions. The scholar argued that convictions are those ideals such as sincerity,

decency, as well truthfulness discarded in order to fuel the self-enthusiasm of pioneers, culminating in actions focused on secret thought processes and deception. Abraham (2000) identified five distinct forms of hierarchical cynicism; character cynicism, cultural/institutional cynicism, employee cynicism, hierarchical reform cynicism, and work cynicism have all been identified as noteworthy forms of cynicism that affect the organisation. In theory, each of the five systems arose from different aspects of the individual's life and condition. Character cynicism is the most common form of cynicism, and it was thought to be an innately stable quality reflecting a generally negative view of human behaviour. The demeanours of the five structures were portrayed in the contexts of mental contract breach, burnout, and individual job struggle. Moreover, Abraham (2000) noticed a few significant jobs in which cynicism can be useful for employees.

It was proposed, for example, that cynicism might reduce complexity, serve as a check for understanding behaviour and preserving steadiness between beliefs and genuineness, and prevent workers from fully participating (Wanous et al., 1994). Additionally, cynicism could also act as a coping mechanism or method to upset a person's ability, leading to depersonalization, detachment, and lack of care (Cordes & Daugherty, 1993). Empirical evidence suggests that all five types of organisational cynicism are positively related to alienation (Abraham, 2000). Also, personality and employee cynicism have been found to have negative relationship with commitment, whereas social cynicism was found to have a positive relationship with commitment. Likewise, personality and organisational cynicism were found to be negatively linked to employee job satisfaction, while social cynicism was found to be positively related to job satisfaction. However, no forms of cynicism is found to be significantly related to organisational citizenship behaviour. Alternatively, the results showed that organisational cynicism had an indirect effect on organisational citizenship behaviour through alienation. More so, some types of cynicism (such as social cynicism) have been suggested to probably make workers satisfied and more engaged by the findings of Abraham's (2000). Previous empirical research, such as Abraham (2000), Reicherset al., (1997), and others like Wanous et al., (1994), have focused on particular goals and types of scepticism. The broad definition of "organisational cynicism" was proposed as a core term, but not illustrated as a central concept. Hence, the reason for more empirical studies where a more generalised form of

cynicism will be considered, which can be applied across work settings and in different contexts (Brandes, Dharwadkar, & Dean, 1999).

### 2.1.9.2 Models of organizational cynicism

One of the most comprehensive considerations of cynicism inside associations was an investigation by Andersson's (1996). The study exhibited a theory which utilized contract infringement as the system for contemplating worker's cynicism, and various ecological and singular factors. Contracts were perceived as basic highlights of cutting edge organizations in which they fill in as a significant connection among people and associations, and oversee their practices (James, 2005). While the majority of previous business-related contract theories were learned on a broad scale (James, 2005), Andersson (1996) used contract theory to understand microscale organisational frames of mind and behaviours in conjunction with other analysts (e.g. Rousseau and Parks, 1993; Shore & Tetrick, 1995). Employees with low morale, outside locus of authority, equity affectability, high Machiavellianism, or a weak hardworking attitude, according to Andersson (1996), are more likely to be cynical as a result of agreement violation. In addition, statistical qualities were identified as mediators. The model introduced by Andersson, additionally recognized working environment qualities as indicators of cynicism. In like manner, factors in the working environment that may produce impression of agreement infringement, and in this manner encourage the arrangement of cynical attitudes, have been classified into three broad categories: business condition characteristics, organisational attributes, as well as employment and job characteristics. It is not surprising that Andersson's (1996) model has served as a catalyst for others attempting to examine hierarchical cynicism. Johnson and O'Leary-Kelly (2003) build on Andersson's work to create a new model of authoritative scepticism. The Johnson and O'Leary-Kelly model and exact findings suggested that, while having almost no impact on work behaviour, the hierarchical cynicism could be filled as an intermediate person between mental contract break and full of feeling work results despite the fact that having almost no impact on work behaviour results. Then again, mental contract rupture was found to have both a roundabout and direct impact on emotional work results, as well as an immediate effect on work-related behaviour. According to the theoretical

consequences of these findings, agreement violation and authoritative cynicism are distinct (though related) concepts that can be examined separately. Though the two builds include neglected desires, the authors established that impression of mental contract infringement and hierarchical cynicism are one of a kind ideas that demonstrate in altogether different approaches to influence authoritative as well as personal outcomes. While Andersson and Bateman (1997) did not claim to have developed or presented a systematic model of cynicism, they clearly led one of only a few observational studies that looked at the various causes and consequences of cynicism in the workplace. An implicit model was attempted along these lines. In James (2005) work, cynicism is undoubtedly identified as a distinct negative frame of mind that is unrelated to a consistent personality trait. Taking all of these into account, their research looked at behavioural indicators of organisational scepticism as well as the effects of a doubtful and angry attitude on employee behaviour.

The indicators recognized in this study identified with qualities of high- ranking administrators and components legitimately impacted by high-ranking administration. For example, an argument in support of expectations that abnormal states of executive pay, poor authoritative execution, and the declaration of harsh lay-offs would prompt expanded degrees of cynicism was established. The findings viewed by Andersson and Bateman (1997) were social, and by looking at conduct results, they had the option to think about pessimistic results, just as the attitude-conduct interface. Since authoritative cynicism is a cynical attitude toward work, it relied to stand more closely correlated with negative than optimistic career objectives. Cynicism was found to be negatively correlated with the goals of conducting hierarchical citizenship practices, as anticipated. Besides, thinking about the sceptical idea of authoritative pessimists, a negative connection among cynicism and goals to consent to demand for unethical behaviour was predicted and discovered. The notable commitment of Andersson and Bateman (1997) is that the ecological indicators of authoritative cynicism proposed by Kanter and Mirvis (1989) could be recognised and verified in an observational manner. Likewise, they showed that pessimistic demeanours towards the organisation could be sufficiently able to prompt social responses. Also, discoveries from their examination recommended that hierarchical cynicism may possess useful outcomes (i.e., resistance to exploitative

requests). Despite the fact that previous research studies have produced important results, measured work on cynicism has not extended or deviated from existing measured work on cynicism. Along these lines, hierarchical cynicism model advancement speaks to a region of incredible chance. Past scientists have considered the absolute most evident indicators of cynicism while disregarding or overlooking different components which are remarkable to individual workers (e.g., their own recognitions and translations of the work environment). With couple of special cases, the interchange between individual impression of the association and individual attributes remains to a great extent unexplored. In addition, by extending the scope of outcomes conceived in investigations of authoritative cynicism, examiners may most likely pick up a superior comprehension of the elements of cynicism in hierarchical environment. Failure to suggest novel theoretical frameworks can lead to the highest risk of progress in this area. For like 10 years, the dominant paradigm of simple most hierarchical cynicism study has included contract infringement as its theoretical base. Despite the fact that this model has merit and has been valuable in propelling information identified with cynicism in the working environment, even little changes to existing theory could be helpful.

## 2.2 Conceptual Literature

### 2.2.1 Attitude towards extra judicial killing

The attitude an individual may hold towards an object (either tangible or intangible) may influence his/ her behaviour, emotions, thoughts, political decisions, and even future behaviour (Cavenaugh & Cauffman, 2015; Shaw and Morgan, 2013). Social psychologists believe that attitude is the feeling that guides information processing which can influence behaviour. In Helen (2013) attitude is described as an individual's subjective evaluations of numerous people, places, ideas and things encountered on daily life (Hardin-Fanning and Ricks, 2017). Nevertheless, there is variation in the amount to which social psychologists agree that attitude is stable and stored in memory, or that they are momentary judgement constructed on the spot using the information at hand (e.g. Helen, 2013; Eaton, Majka & Visser, 2009; Glasman & Albarracin, 2006).

Inside the two perceptions, there is further argument as to the amount of influence that attitude exerts on behaviour and their endurance or stability over time. And if stored in

memory and only accessed when an associative connection (i.e. the attitude object) is presented then attitude would be stable and enduring over time, resistant to change and reasonably reliable in predicting behaviour (Maio & Haddock, 2010). If formulated in a moment, then attitude would be highly unstable, liable to fluctuation depending on a particular situation and would be of little value in attempting to predict behaviour (Glasman & Albarracin, 2006). In other sense, attitude is also conceptualised as being explicit or implicit. Explicit attitude is that which requires conscious attention and is measured through direct, usually method of self-reporting. While implicit attitude is that which does not involve direct attention and is thought to indicate unconscious processes (Fielder, Messner & Bluemke, 2006). Implicit attitude is mostly and ordinarily assessed through a computerised Implicit Attitude Test (IAT) that records response time towards grouping which is thought to indicate an individual's evaluation of an attitude object. Attitude is said to comprise three main components which include, Affective, Cognitive and Behavioural component in each attitude held by an individual and with different attitude being more strongly oriented towards or in the e direction of one of the three components (Maio & Haddock, 2010).

On the other hand, Igbo (2017) observed that many men of the Nigeria Police Force are mostly guilty of the severest form of power abuse including extrajudicial killing. Extrajudicial killing according to United Nations publication (2002) is the deprivation of life with the open or secret participation, acquiescence or tolerance and/or complicity of the government or state agencies such as the police, secret service, the military or individual agents in governments employment or on its payroll, without full judicial and legal process. Also, Amnesty International (2009) describes extrajudicial killings as the deliberate and unlawful killings executed on the orders of a government or with its acquiescence or complicity, which is in support of the definitions provided by international experts. In view of these definitions, extrajudicial killing is said to comprise unlawful killings by both the state forces or by non-state groups such as militias or by people backed by state authorities that are failing to correctly look into the complaints and prosecute the perpetrators. In other words, most basic definitions of extrajudicial killings involve execution done outside the system of legally allowed killing under International Law, without authorisation from a law court given full due process carried

out by state actor intentionally. On the other hand, extrajudicial killing does not include killings regarded as part of a legally acknowledged process or under conditions such as may be required in the sense of law enforcement or in a state of war in which the killing is regulated by the rules of International Humanitarian Law (IHL). Under IHL, for a killing to be regarded as legal the subject of the killing would be in one of the three groups of legal killings.

Moreover, Crano and Prislin (2018) explain that attitudes are largely agreed to be latent constructs rather than directly observable variable. A number of factors are theoretically assumed to be components of a particular attitude measured directly when determining an individual's attitude. The strength and /or valence of an attitude can be estimated from results on these measurements (Crano & Prislin, 2018). On the other hand, Alderson (1979: 11) argued that the police are apparatus of the legitimate coercive power of the state, with the power to seize or arrest, detain, or to even kill in self-defense or in defense of others, and to maintain peace on behalf of people or the society. Similarly, Barker (2006: 84) stated that "the use or potential use of force is at the heart of the role of the police." Alderson (1979: 13) further identified three kinds of force attributed to police which are 'minimum force', 'maximum force and/ or 'deadly force'. Alderson (1979) admits that although the use of force is fundamental to police operations and essential for the maintenance of public order, peace and safety, it ought to be limited to "minimum force." For instance, in Britain, police officers are armed with "truncheons" or what is known in Nigeria as batons that can only be used on citizens under strict conditions. This is an example of "minimum force." Similarly, the police in United State of America are authorized to use 'non-lethal' force against citizens in making arrests of persons who are threats to themselves or others, and for self-defence. Yet, the police in Nigeria are authorized to use both lethal and non-lethal force against suspected offenders. However the type of arrests to be effected on criminal suspects largely depends on the category of offense allegedly committed. Capital offence like Armed Robbery, Kidnapping, Murder etc. are usually approached with maximum force during arrest by personnel of the Nigeria police force. The use of force by Nigeria Police personnel, unfortunately is said not to be limited to suspected offenders such as armed robbers and kidnappers, but a case of a drunken police officer which may be said to be "unprovoked" or a situation of

which a citizen may refuse to give or part with a bribe to a police officer or even a team, may result in the use of force (Igbo, 2017).

In addition, Bohm and Haley (1997: 219) assert that using "excessive force" by the police seems to be the outcome of perceived disregard and physical resistance by suspects. In July 2015, the then Inspector General of Police (IGP) in Nigeria stated that police authorities were reviewing Force Orders 237 that empowers police officers to shoot suspects or detainees who attempt or escape. Till date police order 237 is still existing. The IG also noted that the Nigeria Police Force between 2012 – 2015 paid over 1 billion naira (US$ 5 million) to victims of human rights violations by the police personnel (Amnesty International, 2015). The present study examines the attitude of police personnel towards extra judicial killing. Hence the study conceptually operationalize attitude towards extrajudicial killings as police personnel thought or feelings towards unlawful deliberate killing of a person or group of persons without the due process of the law or court authorization given through a due process, or outside known conventional justice system, or legally allowed killings under International Humanitarian Law.

### 2.2.2    Perception of Justice Dispensation

There is a way personnel or officers of the Nigeria police force are often reported to feel about the Nigeria Judiciary (courts /judges) dispensation of justice, especially in cases of Armed Robbery, Kidnapping, Terrorism, Rape, etc. Some police officers are often said to feel that courts or judges, having undertaken professional risks of life and death, to track and arrest a violent crime suspect, would "set them free" back to the streets or back in circulation, thus giving the suspects opportunity to go after them for "revenge." Many police officers have reportedly been assassinated, and investigations into such cases, have reportedly pointed at members of gangs previously smashed by the police anti-robbery teams of which some of the hunted and killed officers were members. Some of the police officers are said to bear grudges in the direction of the judiciary with complaints of "flimsy" and only "technical" reasons for releasing criminal suspects strongly suspected of involvements in violent crime. These cynical feelings among police officers is said to be quite wide spread even among some lawyers, and it is no longer only such criminal

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case also known as capital offenses, but also in cases of fraud and corruption in Nigeria. Hardly do people accused of corruption before the courts in Nigeria go to jail. This apparent loss of faith, trust and confidence in the judiciary by police personnel may be very influential in attitude towards extrajudicial killing among personnel of the Nigeria Police Force.

However, the Black Law Dictionary defines justice as "the fair and proper administration of law." It also refers to as the use of authority in the justification of right by allocating reward or punishment. Justice is also seen as the quality of being fair and just. In any society, the efficiency and effectiveness of the justice system often influences and guide public confidence and shows the degree to which the state or government is able to attain regulation capacity among its citizens. According to Sheu, Othman and Osman (2018) Justice system and its administration in every state of Nigeria is the reflection of that state's extent of civilization, that also ultimately determines dispensation of justice, growth and development of the entire criminal justice system. The Criminal Justice System is made up of the Nigeria Police Force, the Judiciary and the Nigeria Correctional Administration ( Prison). The structure which is largely a derivation from the British colonial Power, with English background and orientation, also reflects the justice profile of the Nigerian state and society. The roles and functions of each of the components of the Nigerian justice system in the dispensation of justice in any state and society cannot be over-emphasized. The Judiciary as a component of the criminal justice system (courts/judges) has strategic roles of guarding and enforcing the constitutional powers to dispense justice, interpret the laws, arbiters of disputes and have a unique role in the protection of human rights. The prisons now known as the Nigerian Correctional Center can be described as a structure which houses confined inmates, serving sentences or terms of imprisonment as placed on each of them by the courts (in the judiciary) as provided under a state of affairs uniquely dissimilar to the general and free societal life (McCorkle & Korn, 1954). The Nigeria Police Force is the third and most strategic institution among the three components of the Nigerian Justice System. It is the first to receive complaints, call for help or redress against injustice among the citizens. Inciardi (2016) has acknowledged the strategic role of the police as the largest and most visible part of the criminal justice process, a governmental agent by which the character

of a government and political system may be assessed. However, Afon and Badiora (2016) noted that the Nigeria Police Force and its operations have circumvented the dispensation of both its duties and the criminal justice to Nigerians due to political interference as well as corruption. Ethno-religious sentiment along with alleged excessive use of force has permeated through the rank and file and the officers' Corps. Poor working conditions that have been pointed at by the general public as a factor of frustration in its personnel and reported wide spread bribery and corruption within the force. Similarly, Salawu (2016) has consistently maintained that the judiciary in Nigeria has been 'bastardized' and politicised by politicians, with judges being confused, overworked and uncoordinated thus contradicting one another in their verdicts and judicial actions over time.

Furthermore, Abamara and Anazodo (2016) observed that smooth administration and quick dispensation of justice has become one factor bedevilling Nigeria geo-political entity as it turns to be a difficulty of no small measure getting justice in Nigeria and being seen as a contagious factor in the fabrics of our national conscience. The Nigeria Criminal Justice system has been trapped in lack of honesty and quickness in the dispensation of justice where both the common man and even the state authorities have lost confidence in her justice process. Police work is largely considered by the degree of preference in how frontline officers comport themselves in police-public interactions. Bronitt and Stenning (2017) hold that only few research works are known to have explored how police personnel actually perceive procedural justice and how police officers perceive whether their own behaviour is procedurally just in the process of justice dispensation. Procedural justice has been described as the practice of ensuring that results of police-public interactions are viewed as fair, just and as providing civilian suspects with equal opportunity to be heard accordingly, regardless of the outcome. Procedural justice relates to the way police officers look at their own ways of interacting with the citizens along the process of criminal justice delivery. Higginson and Mazerolle (2014) observed that when people perceive a fair outcome in their encounters with the justice system, people will tend to accept the outcomes regardless of whether such outcomes are favourable to them or not. The Nigeria Police according to Hills (2008) have strong historical records that characterise heavily criticized abuse of power, criminal

conduct, corruption, and use of excessive force that often results in extrajudicial deaths of suspects. This informs Akinlabi's (2013) position that personnel of the police was widely seen as oppressors and not protectors of the people. Besides, Umar (2018) argued that both the bar and bench; the judicial component of the criminal justice system has been caught-up in what Jibril (2013) refers to as the "Nigerian factor". That is, many Judges in the course of carrying out their official duties in justice dispensation may have reportedly compromised.

Furthermore, in Nigeria criminal justice system, an accused person is presumed innocent until proven otherwise. While the prosecutor bears the burden of proving and prosecuting the accused innocence. The responsibilities relating to the administration of criminal justice which includes, in fact, starting from police powers of arrest, investigation, arraigning and prosecute that are conferred by the law on the Nigerian police. Umar (2018) identified that the Nigeria factor, where the suspect's lawyer through his/ her lawyer negotiate with the Police Prosecutor not to counter or oppose an application for bail, in order to allow the court grant his application. However, the author argued that this ugly trend was not only peculiar to the Nigeria Police as according to him, it was also common in most cases, especially among officials of the (junior or inferior courts) Judiciary who are as well involved in this "Nigerian factor." The Nigerian factor basically refers to an attempt or strives to make sure things or issues are addressed the way they are priced and paid for, a peculiar trait said to be typical and identifiable as Nigerian (Jibril, 2003). These negative ways comprise a build up to the concept of corruption, dishonesty, fraud, favouritism, nepotism, ethnicity and tribalism.

Lawal (2005) similarly argues that some Nigerian Magistrates and other judicial officers are so corrupt such that they are often said to be involved in unethical relationships with lawyers to impede the course of justice. Lawal (2005) further identifies various forms in which some of the judicial officers engage in corruption which include granting of injunction against the principle governing the injunction, tampering with exhibits, assumption of jurisdiction, where they know there may be none, accepting gratification, bribes taking, among others. Indeed, it is obvious that this Nigerian factor would influence as well as affect the perceptions and process of administration of criminal justice in Nigeria.

Umar (2018) has stated the practice of which the police sees the judicial officers/ lawyers as enemies rather than as partners in progress in the administration of criminal justice. Whereas judicial officers and lawyers see the police as rivals in the administration of criminal justice. All these are said to be at the very foundation of police personnel negative perception of justice dispensation in Nigeria. A situation in which police personnel are said to be looking at the judges as being on the side of suspects or the accused persons more often than being on their own side. An armed robbery suspect hitherto arrested by police personnel and taken to court and rather than being the correctional center, formerly the Nigerian Prisons, could be traced to another case of robbery. Police personnel have reportedly cried out among themselves upon such an instance. Several of such suspects, when rearrested, are widely suspected to be victims of torture and extrajudicial killing in Nigeria. Justice dispensation is said be highly negative among personnel of the Nigeria Police Force. This means that police personnel would rather kill armed robbery and terrorism suspects than take them through the Nigerian criminal justice system due to suspicion that they may be let go the hook along the process by especially the judiciary.

In addition, the National Bureau for Statistic (NBS) reports on 2017 National Corruption Survey identified the police officers, judges and prosecutors as the most corrupt public officials in Nigeria. The report shows that 46.4% of Nigerians had bribery contact with police officers, 33% had with prosecutors, 31.5% with judges/ Magistrates (Francis and Abbas, 2017). With regard to psychological studies, individuals may hold unconscious biases, stereotypes, beliefs and prejudices towards something or other individuals. And the person's perception involves the way one views the world which is biased by many socio-cultural factors. And the present study proposed to examine the police perception of justice dispensation on police attitude towards extra-judicial killing. The study therefore conceptually defines perception of justice dispensation as how police personnel see the judiciary (judges) in the dispensation of justice.

### 2.2.3   Perceived Citizen Hostility

Policing has been described as one of the most dangerous occupations, where police officers do not only have to deal with all sorts of accidents, but also assaults and

homicides hardly confronted or experienced in other occupations (Hine, Porter, Westera and Alpert, 2016; Phillips, 2020). Prenzler (2012) has noted that, as a consequence of occupational violence, the police are constantly rated among the first five professions said to be characterised by injuries and fatalities. For instance, the Health and Safety Executive (2013) in United Kingdom states that 'the degree of physical assault to police officers is almost 12 times the "all other occupations" rate.' Similarly, the Federal Bureau of Investigation (FBI, 2014) reports that 49,851 US officers were assaulted out of which 29% suffered injuries. According to Covington, Huff-Corzine, and Corzine (2014), most injuries sustained from police-citizen hostility are not always life-threatening or restricted to physical abuse, but also such injuries resulted in psychological stress that (include post-traumatic stress disorder, anxiety, depression etc.) which may influence negative reaction from the police when faced with similar hostility. Klinger (1996) observed that citizen's extreme hostility towards police officers may heighten the probability of arrest in police-citizens encounters. The author explains that when the encounter involves "extreme hostility", it independently increases the odd of arrest and subsequently could influence the  use of force by an officer or a team of officers. Similarly, earlier studies such as Black's (1970) found that police possibly sanction suspects who fail to submit to police authority whether legal ground exits or not. Also studies such as Black, (1980); Lundman, (1974); and Visher, (1983) measure physical attacks on police officers "hitting the police officer" and citizens' physical violence in the presence of police, or both distinguishes between encounter where citizens accord "legitimacy" or "respect" to the police and citizens who do not. Precisely, the studies established that police-citizens encounter that involves violence "fighting" and thus influences the use of force by police as instances of "violent disrespect."

Furthermore, police-citizens relationship is one critical factor in promoting collaboration between the Nigeria Police Force and the public in order to maintain and facilitate safety in neighbourhoods and communities. In fact, this looks like all that underlie the idea of community policing that is presently being highlighted as an essential factor in modern policing.  However, community level outcomes and  likely public alienation from legal or justice  system, as well as personal outcomes such as an internalising symptoms and recidivism influence by the negative attitude towards the police (Gau and Bunson, 2010;

Hartinger-Saunders et al., 2011; Kandala, 2018). Also, findings (such as, Gau and Brunson, 2010) have revealed that citizen's negative attitude towards the police resulted in less desire for police presence and even protection in neighbourhoods, as well as/ or increase in incidents of confrontation both in behaviour and attitudinal, when interacting with police personnel. Such citizens disposition towards their police is said to often result in avoidance of the police by citizens rather than more community involvements in protection and crime prevention efforts. Klinger (1994) identified two primary and temporal phases between police and citizen encounters that often entaila "pre-intervention" phase which encompasses the condition that propels police intervention in citizen's lives, and the second one is an "interaction" phase which starts when officers come in contact with citizens and ends when officers and citizens go their separate ways. The police and citizens encounters as indicated by the two phases comprise three distinct features related to criminal violations of the law. For each of these features are unique elements of criminality: (i) the legal nature of what occurred on the conditions leading to police intervention; (ii) the legal nature of citizen behaviour towards the police during interaction, in that, citizens may commit crimes such as attacking or interfering with officers in the course of performing their duties; (iii) interaction – phase crimes not directed against the police, such as assaulting fellow citizens.

In addition, Weitzer and Brunson (2009) observed that citizen's living in low socio-economic status (SES) as well as in areas with high crime rates related more to negative attitude towards police (Hartley & Lucinda, 2016). This may be so because such areas are more prone to unruly encounters between police and citizens. Other authors also emphasise in their findings that individuals who reside in areas of low SES would more often report more negative contact or outcomes with police officers, and also more often get arrested than those living in higher SES areas such as Government Reservation Area (Tapia, 2011; Wu, Sun, & Triplett, 2009). It is also observed that the use of aggressive force by police personnel in addition to the amount of contacts with police reportedly occured more often in lower SES and disadvantaged neighbourhoods or communities and such include primarily non-Caucasian communities (Callanan & Rosenberger, 2011). While this may make more meaning in countries like the United States of America and Europe, in Nigeria, it may need to be adapted. Police harassment and discriminatory

behaviour is not the main explanation for the connection between SES and negative attitude towards the police officers. Hence the present study conceptualises police perception of alleged citizens hostility as perceived or real public hate and/or attacks directed at police personnel and police stations and police vehicles as it was widely witnessed during the recent #EndSars violent demonstrations by the irate youths in Nigeria. Perceived or real hostility towards the police was evident in #EndSars violent protests of October 25, 2020. Public hate and disdain towards the police in Nigeria is being seen as a reprisal or revenge for notorious anti citizens policing in the past or even currently going as may be evident at various levels of police contact with members of the public is often alleged of harassment and extortion woven with rudeness, indecency especially in their turn out or on their uniforms and so also in use of language.

As allegations by the public against attitude and behaviour of police personnel at checkpoints would seem to be on the increase there is also growing complaints against attitude and behaviour of police personnel at other levels of police contacts with members of the public such as the police stations and police posts. On the roads, and at the checkpoints said to be manned by personnel of the Nigeria Police Force a neutral observer would always conclude that attitude of police personnel in their contacts is almost always less than friendly. This strongly held opinions are said to form the basis for the disposition among members of the public that is often associated with the public perception and beliefs that all policemen and women are bad, untrustworthy, unfriendly, corrupt, etc. and for which the public is in turn perceived, by most police personnel, as hostile. Indeed, in the opinion of majority of police personnel in Nigeria, the public does not only indulge itself in hating the police which they hold in disdain, it is also being accused by police personnel of rudeness and lack of respect. In the allegations and counter allegations between the public and police personnel in Nigeria in terms of trustworthiness, friendliness, fairness, helpfulness etc., there seems to be no end in sight into it in some near future.

### 2.2.4 Police Workplace Frustration

In modern organisational settings, specifically the Police Force, frustration at workplace is a very important concern (Sparrow, 2016). Folger and Baron (1996) put forward "that

frustration does often play an important role in many instances of human aggression" (Breuer & Elson, 2017). Workplace frustration is defined as a negative affective reaction that results from undesired outcomes such as perceived maltreatment and interference from goal achievement (Weiss, Suckow & Cropanzano, 1999; Nauman, Malik & Jalil, 2019). Bandura (1983) describe 'frustration or anger arousal' as facilitating aggressive behaviour. While he explained the social learning model of aggression, he stated that "aversive stimulation creates a general state of emotional arousal which can facilitate or advance any number of responses" (Bandura, 1983: p.13). He emphasises that a negative emotional reaction to conditions that constrain purpose driven activity could function as a mediator between the constraining situations and aggressive behavioural reactions.

Clore and Centerbar (2014) posit that the generalised negative emotions may or may not be directed towards certain object or person, while Lazar et al. (2015) stated that frustration can arise while one is inhibited from achieving a goal or goals. Every individual has goals for his or her actions. And frustration is said to arise when efforts to accomplish these goals are often hindered by some events, authority, supervisors, management or other people and over which individuals one may or may not have control. In like manner, Spector (1978) defines organisational frustration as "both interference with goal-oriented activity or goal attainment actions, and the interference with goal maintenance (Spector, 1978, p.365).

Spector (1978) further argues that the basic premise associated with the idea of organisational frustration is that there is a connection between "sources of frustration in organisations and consequences of frustration on the organisations through the individual's reactions." Spector (1997) suggests four reactions to employee frustration which (a) an emotional response of anger and increased physiological arousal, (b) aggression (c) withdrawal and (d) taking alternative actions to achieve a goal such as raising money from sources other than one's emolument. No wonder police personnel in Nigeria are often alleged of extortion at almost all levels of their contacts with members of the public.

Lazar et al. (2015) describe the first three as maladaptive which often results in counterproductive behaviour such as sabotage, including frequently reported cases of extortion and extrajudicial killing. This is often seen in all forms of maladaptive behaviour among police personnel even against themselves. Police personnel have reportedly opened fire on colleagues at different operations by virtue of interpersonal aggression, abandonment of a goal, and withholding behaviour.

Moreover, in support of Andalib, Darun, and Azizan's, (2013) argument, no human being can avoid emotion, so every worker deals with emotions in their work life as well as in their everyday living. Frustration according to Andalib et al., (2013) can be as a result of diverse conflicts (a state in which two or more motives cannot be satisfied because they interfere with one another) in the work environment categorised into two: process and episode. Process frustration occurs when individual perceives being neglected or denied of an important part of life or well-being such as learning and work (e.g. poor salary and benefits at work), or love. While Episode frustration occurs when temporal interference, problem or condition happens in the work environment (e.g issues with inconsistent superior, irrational and biased behaviour) altering a mood of a happy employee to a mood swing that slowly becomes frustrated in the process (Andalib et al., 2013). For example, a police officer who fails to combat crime successfully against high public expectation, can become frustrated in the face of condemnation. For instance, in United Kingdom, Edwards (1989) observed that most London Metropolitan Police officers held negative attitudes about domestic violence incidents call.

According to the author, many of the officers interviewed showed feelings of frustration about handling domestic violence calls. The supposed it is a social service function rather than proper police work. Similarly, Findlay, Sheehan, Davey, Brodie and Rynne (2000) surveyed on police officer's management of alcohol related incidents, found that majority of the officers sampled considered domestic violence as the most frustrating kind of alcohol- related incident they routinely handle (p. 35). Whereas, in Nigeria most often, the police have to choose to face armed gangsters, arrest them, shoot to mime or to kill and they could be killed in the process. In short, job frustration levels of police personnel may have an influence on their work performance. The present study thus conceptually

defines police work place frustration as the feeling of inadequate or unaccomplished professional desires and the stress that accompany them.

### 2.2.4.2 Nigeria Police Organizational Stressors

The Nigeria Police force has three distinct but related structures: Force Headquarters Command, State Command Headquarters, and the Local Government Domiciled Command Headquarters otherwise known as the Divisional Police Headquarter, at the local government level of federal administration. These structures are so designed to make policing work more productive and responsive. Incidentally, the philosophy of these structures does constitute a form of stressor to the police personnel on the field. While the problem may not be in these sub- structures but they can hardly be absolved of the problem. The command structure which is supposed to be the rallying point in which police personnel should expect to get the best from, has more than often, constituted a stressor to most police (most especially those at the lower cadre). It has been observed that it is not uncommon to see police personnel take more years than may be required on a rank. Nothing could be more stressful for the police personnel that suffers such a frustration in career development.

In the same vein, the administrative structure of the Nigeria Police has equally proved to be a form of stressor to the police personnel. Although, this structure is well departmentalized, the fact still remains that the demands of these departments could constitute stressors to the police if these are not well handled, or better put, if right policies are not well fashioned out. The organization structure, being the last, also induces some stressors for the police. This structure that ranges from the force headquarters, through Abuja to Zonal Headquarters headed by officers of the rank of Assistant Inspector-General of police, State Commands (headed by officers of the rank of the commissioner of police), Police Area Commands to Divisional Police Commands and Police Posts which is the most visible of all the three structures of the Nigeria Police. It is the most active structure and arguably, the most stressful. Among other stressors of this structure are shift work, job overload and equipment.

**Shift Work**

Studies have shown generally that shift work is a major job stressor (Ferri, Guadi, Marcheselli, Balduzzi, Magnani & Lorenzo, 2016; Rosa, Colligan, & Lewis, 1989: Monk, 1988). And in the police, studies have specifically indicated that job shift is a stressor (Cullen, 1989; Davidson & Veno, 1980). From these studies, it has been established that police officers suffer from shift work (Ma, Andrew, Fakedulegn, Gu Hartley, Charles, Violanti & Burchfiel, 2015; Brown & Campbell, 1990). While this could be true of the police in Europe and America, there is no empirical evidence to affirm this viewpoint in the Nigerian Police. Nevertheless, it is obvious that Nigerian Police also do go on shifting. The reason being that the fallout of shift work (most especially, if it has to do with "fertile places") might compensate for the stressor the shift brings.

**Work Overload**

Work overload is described as having too much to do (French & Caplan, 1972). It also indicates being saddles with too much responsibilities of a given task. In American and Australian Police Forces, personnel shortages and long working hours are frequently cited as potential sources of stress (Davidson & Veno, 1980). Similarly, in the British police, Brown and Campbell (1990) report that personnel shortages, time pressures and deadlines for assignments are among other things most frequently mentioned as sources of stress.

In a recent study conducted on Nigerian Police, Aremu (2006a) observes that gender, age length of service, rank marital status and level of education had significant effect on stress level of the sampled police personnel. This has implication not only for job productivity of the people personnel, but also on their psychological well-being. The import of this would tell more on the public in terms of reduced transfer of aggression induced by stress from the police.

**Equipment**

It is an established fact that the quality of tools one works with could be a stressor. One of the logistic problems being faced by the Nigerian police is the standard of equipment police personnel work with. This has always put the police at disadvantage while slugging it out with criminals. This is however not peculiar to Nigeria. Even among

American and Australian police, there are relatively high levels of dissatisfaction with the standard of equipment available to them (Davidson & Veno, 1978).

## Relationships at work

Interpersonal relationships have been well stressed in the quality policing in Nigeria (e.g., Aremu, 2006a; Aremu & lawal, 2009). Evidence therefore, abounds that police officer experience lack of support and poor communication (Roger, Dunham & Alpert, 2015). Arising from a study on the effectiveness of interpersonal relationships in which police participants were found to be more effective after their exposure to interpersonal skills, Aremu and Lawal (2009) submit that officers and men of the Nigeria police should develop effective interpersonal relationships to enable them relate well with the public. They concluded that effectiveness of the Police personnel was not dependent only on sophisticated weapons and the number of arrests made, but on the cooperation and support of the public as well. They therefore, call for the inclusion of some psycho-behavioral courses in the curricula of the Nigeria Police Colleges and Academy

## Public criticism

One very fundamental source of stress in the police is the public outcry against alleged unprofessional police behaviour and work. In Nigeria, the police are lowly rated and mostly condemned by the public. The public criticism police personnel face in Nigeria is said to be severe and it cuts across all strata of the society and it is being seen as having grossly affected the psyche of the average police personnel and might also be seen to constitute a stressor to police personnel and policing. Brown (2015) confirms this as a possible cause of stress in the police profession even in so called developed countries such as America where he claims that distorted press accounts have seriously affected police perceptions about the public. Although in Nigeria, the press which is often seen as the fourth estate of the realm has been observed as being strongly critical of the Nigeria Police Force. It is difficult to ascertain if most of what is written by the press are not mere distortions about the Nigeria police. Aside the negative press, the fundamental truth is that an average Nigerian is not comfortable with the Nigeria police personnel. Nwolise (2004) is of the opinion that profoundly held hatred of the police is as a result of long standing public view of the police force as an apparatus of alleged oppression by