**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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**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.**

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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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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.

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**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.

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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.

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**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,

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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

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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

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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

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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

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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

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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

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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

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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

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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.

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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

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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;

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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

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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

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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.

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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

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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**

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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

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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

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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).

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**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

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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

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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

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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

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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

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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).

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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

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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.

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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..

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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

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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

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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

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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,

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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.

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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

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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

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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;

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• 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 21st 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

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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

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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 21st 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.

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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

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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.

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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(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.

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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.

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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

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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

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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

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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

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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

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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

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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

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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.

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**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,

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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

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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

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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

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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.

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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.

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**2.5 Conceptual Framework**

***Psychological Variables***

Perception of Justice

Dispensation

***Dependent Variable***

WORK PLACE

FRUSTRATION

POLICE-CITIZEN

HOSTILITY

ATTITUDE

TOWARD

EXTRA-

CYNICIS

M

***Social Variables***

JUDICIAL

AGE

SEX

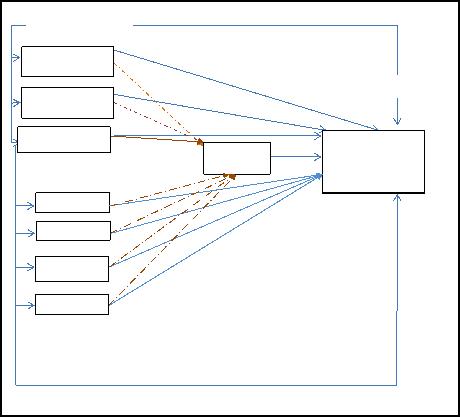
EDUCATION

RANK

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

**Source** : Researcher (2017)

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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,

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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.

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**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

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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.

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**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.

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

Initial

Number of items Inter-rater

number of retained by expert reliability

items

generated

(Inter-class

Correlation

Coefficient

analysis)

Attitude towards extra judicial killing

Justice dispensation

Police-citizens’ hostility

Cynicism

38

25

35

57

58

31

21

27

55

57

0.45

0.38

0.53

0.49

0.34

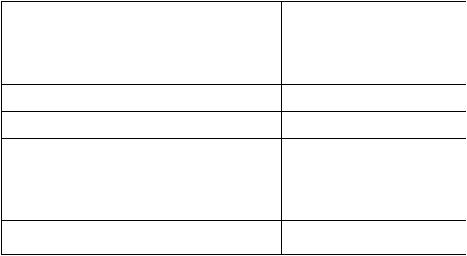
Work-place frustration

Total

213

191

112



**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).

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**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.

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**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.

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**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.

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Table 3.2: Summary of Cronbach alpha item analysis showing the total item correlation

and reliability of the newly developed scales

Scale

Used Number of Cronba Correlation Split- Spearman

items Items with ch

reliability alpha

Between

form brown co-

Forms Cronbach efficient

Attitude towards

31

21

20

16

.86

.91

.88

.78

.84

.85

.74

.89

.68

.69

.69

.51

.51

extra judicial killing

Cynicism

55

Justice dispensation 21

.53

.51

.53

.84

.85

.74

.89

Work-place

frustration

57

27

28

21

.94

.89

.72

.71

Police-citizens’

hostility

.84

Total

191

106

117



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 (α = .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 (α = .88; [Part A (α) = 0.89;

Part B (α) = 0.84]; correlation between forms of 0.53 and speraman-brown co-efficient

was 0.69), Work-place frustration (α = .94; [Part A (α) = 0.89; Part B (α) = 0.84];

correlation between forms of 0.51 and Speraman-Brown co-efficient was 0.72), and

Police-citizens’ hostility (α = .89; [Part A (α) = 0.89; Part B (α) = 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.

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**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

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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.

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**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

.858

.907

Utilitarianism

79, *X*2(78)= 5498.860 60.885

Self-preservation

Proactive criminal justice approach

killing

Police

Perceived Bullying/Persecutory

Lack of motivation

.85, *X*2(105)= 8260.381

organizational

cynicism

69.292

Career Dissatisfaction

Organizational decadence

Ambivalent judicial process

Distrust for police investigation

Lack of judicial support

Negative attitude toward police

Lack of Cooperation

Justice

.883

76, *X*2(66)= 5798.194 64.51

dispensation

Police-citizen

hostility

74.50

885

Lack of confidence

.76, *X*2 (36)= 8532.881

work-place

frustration

Persecution

Lack of intangible reward

Career demotivation

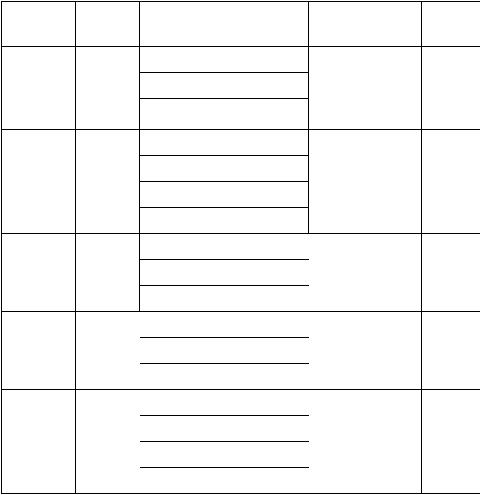
66.265

.947

Lack of organizational support

85, *X*2(253)=19452.928

121



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

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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,

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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.

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

**characteristics**

**Variables**

Response

category

Male

Frequency

Percent

Sex

676

392

143

577

242

106

835

216

17

63.3

36.7

13.4

54.0

22.7

9.9

Female

Age

21-30 years

31-40 years

41-50 years

51-60 years

Christianity

Islam

Religion

78.2

20.2

1.6

Others

Zone

Xl

267

787

75

25.0

75.0

7.0

II

State command

Ogun

Lagos

487

395

47

45.6

37.0

4.4

Oyo

Osun

Ekiti

64

1.1

Marital status

No response

Married

Single

18

1.7

918

107

18

86.0

10.0

1.7

Divorced

Widowed

Primary

Secondary

OND / NCE

HND / Degree

Post graduate

7

.7

Education

29

2.7

356

341

269

73

33.3

31.9

25.2

6.8

125

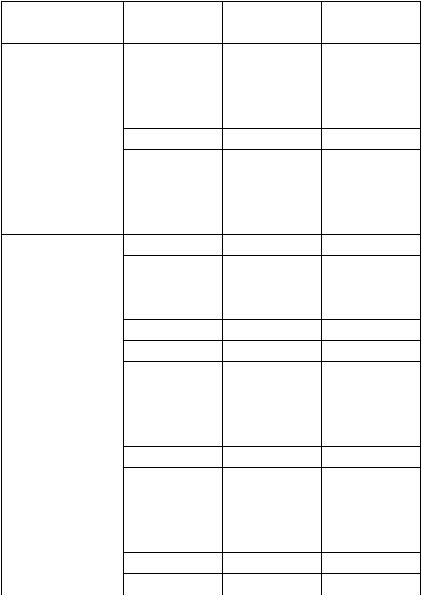


Table 3.4a shows that 63.3% of the respondents were males while 36.7% were females.

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.

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

**Characteristics**

Variables

Response category Frequency

Percent

Ethnic group

Yoruba

Igala

828

41

58

15

3

77.5

3.8

5.4

1.4

.3

Igbo

Efik

Ogoja

Afema

Ibiblo

6

.6

2

.2

Ikio

2

.2

Hausa

Edo

9

.8

8

.7

Kabba

IJaw

1

.1

4

.4

Benin

1

.1

Fulani

Esin

1

.1

1

.1

Agbo

3

.3

Ishan

3

.3

Nure

3

.3

Ekoyi

2

.2

Urobo

Tiv

10

20

30

14

3

.9

1.9

2.8

1.3

.3

Janjo

Idoma

Adara

1-10 years

11-20 years

21-35 years

Rank & File

Inspectorate

Officer

Years in service

Rank

305

474

289

532

344

192

28.6

44.4

27.1

49.8

32.2

18.0

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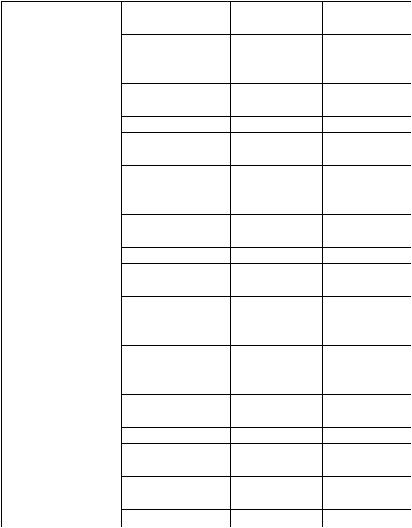


Table 3.4b shows that 77.5% of the respondents were Yoruba, 3.8% were from Igala,

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.

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

**Characteristics**

**Variables**

Present Job

Assignment

Response category

Administration

Investigation

Intelligence

Anti-Robbery

Guard

Frequency

Percent

29.7

317

301

90

97

72

75

2

28.2

8.4

9.1

6.7

7.0

.2

Patrol

VIP Protection

Escorts

5

.5

Counter-terrorism

PMF

22

18

4

2.1

1.7

.4

Prosecution

Marine police

Tailoring

35

24

3

3.3

2.2

.3

Cobbler

Anti-bomb

State stone

department

1

.1

2

.2

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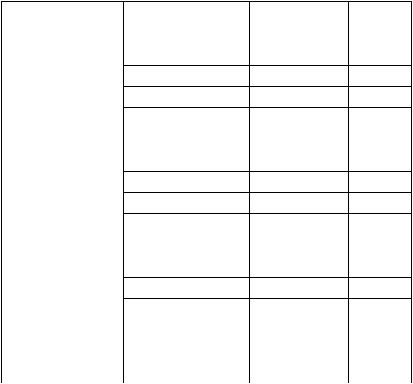


Table 3.4c shows that 29.7% were admin staff, 28.2% were in investigation department,

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

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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.

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**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.

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**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.

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**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

82.86 11.57 - .643\*\* .309\*\* .252\*\* .364\*\* .140\*\* .067\* .019 .067\* .085\*\* .131\*\* -.008

.176\*\* .290\*\* .364\*\* .085\*\* .050 .011 .037 .058 .107\*\* .021

.355\*\* .115\*\* .032 .017 .028 .004 .005 .039 .022

.158\*\* .031 .042 .046 -.010 .018 .040 .026

3

4

5

6

7

8

9

10 11 12

1. Extra Judicial killing

2. Cynicism

76.67 14.06

84.77 11.81

67.08 7.93

95.25 23.92

1.36 .49

38.82 7.63

1.14 .47

2.99 .97

1.98 .75

1.67 .77

3.49 3.27

-

3. Justice Dispensation

4. Hostility

-

-

5. Frustration

6. Sex

-

004 -.068\* .048 -.001 -.055 -.021 -.006

-.159\*\* .111\*\* -.149\*\* -.059 -.142\*\* .040

7. Age

-

-.105\*\* .060\* .658\*\* .480\*\* .020

.017 -.059 -.095\*\* .060

-.003 .288\*\* -.242\*\*

.362\*\* .069\*

8. Marital status

9. Education

-

-

10. Years in service

11. Rank

-

-

-.106\*\*

-

12. Present job assignment

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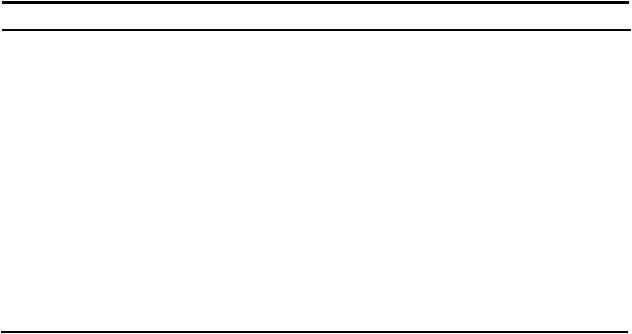


Table 4.1 reveals that cynicism (r=.64, p<.05), justice dispensation (r=.31, p<.05),

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.

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**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

Utilitarianism

Career Demotivation

Persecution

**1**

**.35\*\* .28\*\* .25\*\* .19\*\* .24\*\* .40\*\* .33\*\* .37\*\* .37\*\* .21\*\* .23\*\* .12\*\* .18\*\* .15\*\* .23\*\* -.06\***

**0.06 0.06 0.02 .09\*\***

**1**

**.19\*\* .16\*\* .26\*\* .15\*\* .44\*\* .23\*\* .20\*\* .33\*\* .06\***

**.64\*\* .46\*\* .54\*\* .10\*\* .35\*\* .18\*\* .31\*\* .20\*\* 0.05 .12\*\* .10\*\* .07\***

**.50\*\* .45\*\* .15\*\* .38\*\* .12\*\* .20\*\* .11\*\* .07\* 0.04 0.04 0.05 .09\*\***

**.19\*\* 0.04 .20\*\* .20\*\* .21\*\* -.07\***

**.09\*\* .11\*\* .08\*\* .10\*\***

**-0.06 -0.01 -0.06 -0.03**

**-0.05 0.04 -0.02 0.02**

**1**

**.16\*\* 0.05**

**1**

**0**

Lack of reward

Lack of organizational

support

Lack of motivation

Perceived bullying

Organizational

decadence

**1**

**.51\*\* .34\*\* .27\*\* .15\*\* .27\*\* .16\*\* 0.05 .08\*\* 0.04**

**0**

**0.05 -.07\***

**0**

**.07\* 0.01 0.03**

**-.12\*\* 0.06 -.09\*\* -0.05**

**1**

**.19\*\* .23\*\* .30\*\* .26\*\* .19\*\* .07\* .12\*\* 0.01 .06\* 0.05**

**0**

**1**

**.46\*\* .38\*\* .34\*\* .21\*\* .24\*\* .12\*\* .14\*\* .12\*\* .09\*\* -.09\*\* .10\*\* 0.06 .09\*\* .12\*\***

**.22\*\* .35\*\* .24\*\* .14\*\* .10\*\* .08\*\* .07\* .20\*\* -0.01 -0.01 0.04 0.03 .07\***

**.16\*\* -.07\* 0.01 0.04 0.02 0.05**

**1**

**1**

**.29\*\* .27\*\* .18\*\* .13\*\***

**0**

**0**

Career dissatisfaction

Negative attitude

toward police

Lack of cooperation

Lack of confidence

Lack of judicial support

Ambivalent judicial

process

**1**

**.28\*\* .13\*\* 0.04 .11\*\* 0.03 .16\*\* -0.04 -0.02 .07\* -0.01 .07\***

**.49\*\* .44\*\* .10\*\* .08\*\* .17\*\* -0.03 0.01 0.01 0.03 0.05**

**1**

**1**

**.40\*\* .44\*\* .21\*\* .07\* -0.02 .08\*\* 0.03 0.03 0.01**

**.13\*\* .06\* .13\*\* -0.01 0.05 -0.01 0.04 0.04**

**.47\*\* .17\*\* -0.04 0.03 0.02 -0.02 0.03**

**.24\*\* -0.02 0.01 -0.02 0.02 0.01**

**1**

**1**

**1**

Distrust for police

investigation

**1**

**-0.03 -0.01 .07\* 0.01 0.06**

Sex

Age

Education

**1**

**-.16\*\* -.16\*\* -0.06 -.15\*\***

**.06\* .66\*\* .49\*\***

**0.02 .34\*\***

**1**

**1**

Years in service

**1**

**.39\*\***

Rank

**1**

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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:

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**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 R2

F

Sig.

Justice dispensation

Hostility

.221 7.790 <.05

.118 4.124 <.05

.328 12.148 <.01

Frustration

Sex

-.107 -3.915 <.05 .51 .26 45.810 <.001

-.027 -.723 >.05

Age

Education

Years in service

Rank

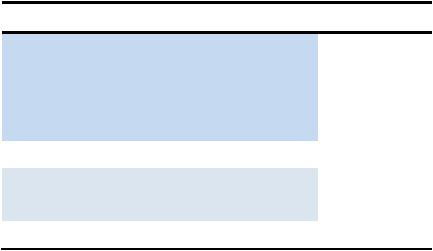
.070 2.450 <.05

.083 2.336 <.05

.063 1.927 >.05

Dependent Variable: Attitude towards extra-judicial killing

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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 (R2= 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 (β = -.11, t= -3.92, *p*<.05), education (β = -.07, t= 2.45, *p*<.05),

years in service β = .08, t= 2.34, *p*<.05), justice dispensation (β = .22, t= 7.79, *p*<.05),

hostility (β = .12, t= 4.12, *p*<.05), and job frustration (β = .33, t= 12.15, *p*<.05) were

significant predictors of attitude towards extra judicial killings. The stated hypothesis was

therefore confirmed.

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**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**

**Proactive criminal**

**justice**

**Utilitarian**

**Self-protection**

*β*

T

sig

*β*

T

Sig

*β*

t

sig

(Constant)

17.89

9

7.611 13.195 .000

13.611 .000 -4.608 -2.661 .000

Sex

-.037 -1.26 .208 -.087 -2.905 .004 -.037 -1.274 .203

.035 .862 .389 -.103 -2.480 .013 .052 1.298 .194

.076 2.476 .013 .069 2.177 .030 .016 .543 .587

.052 1.366 .172 .204 5.197 .000 -.033 -.874 .383

.025 .713 .476 -.024 -.668 .504 .056 1.625 .104

Age

Education

Years in service

Rank

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

.202 6.999 .000 .165 5.536 .000 .282 9.856 .000

Frustration

R

.385

.148

.307

.094

.406

.165

R Square

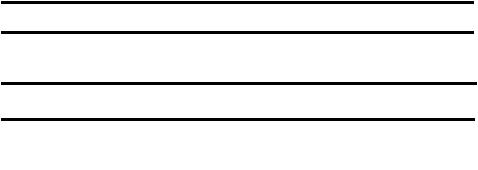
F

23.01

13.782

26.11

133



Results presented in Table 4.4 revealed that socio-demographics and psychological

factors significantly and jointly predicted utilitarian dimension of ATEJK (R2= 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 (R2= 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 (R2= 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 (β =.076, t= 2.476, *p*<.01), justice dispensation (β = .26, t= 8.42, *p*<.01) and

frustration (β = .20, t= 6.99, *p*<.01) were significant predictors of utilitarian dimension of

ATEJK. Also, sex (β = -.09, t= -2.91, *p*<.01), age (β = -.10, t= -2.48, *p*<.01), education (β

= .07, t= 2.18, *p*<.01), years in service (β = .20, t= 5.20, *p*<.01), justice dispensation (β =

.08, t= 2.45, *p*<.01), hostility (β = .11, t= 3.36, *p*<.01) and frustration (β = .17, t= 5.54,

*p*<.01) were significant predictors of self-preservation dimension of ATEJK. While

justice dispensation (β = .16, t= 5.20, *p*<.01), hostility (β = .12, t= 4.01, *p*<.01) and

frustration (β = .28, t= 9.86, *p*<.01) were significantly predictors of proactive criminal

justice dimension of ATEJK.

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**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**

Proactive criminal

Utilitarian

Self-protection

justice

***β***

***β***

***β***

**t**

**sig**

**t**

**sig**

**t**

**sig**

(Constant)

Sex

14.805 .000

14.672 .000

-3.993 .000

7.905

18.074

-6.164

-.033 -1.173 .241 -.088 -2.991 .003 -.024 -.886 .376

.032 .815 .415 -.106 -2.605 .009 .062 1.668 .096

.063 2.148 .032 .065 2.113 .035 .005 .177 .860

.053 1.460 .145 .192 5.042 .000 -.041 -1.173 .241

.015 .432 .666 -.027 -.752 .452 .032 .986 .325

.031 .910 .363 -.109 -3.028 .003 .037 1.135 .257

Age

Education

Years in service

Rank

Lack of judicial support

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

-.017 -.552 .581 .013 .402 .688 .004 .121 .904

.077 2.498 .013 .145 4.513 .000 .143 4.865 .000

.094 3.183 .001 .089 2.890 .004 .231 8.184 .000

.254 8.126 .000 .119 3.641 .000 .191 6.416 .000

.075 2.456 .014 .054 1.709 .088 .106 3.660 .000

Lack of confidence

Perceived bullying

Organizational decadence

Careerdis satisfaction

Lack of motivation

R

.472

.22

.393

.154

.542

.294

R Square

F

20.14

12.78

29.15

135



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 (R2= 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 (R2=

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 (R2= 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 (β = .06, t= 2.15, *p*<.01), ambivalent judicial process (β = .12, t= 3.45,

*p*<.01), distrust for police investigation (β = .101, t= 3.45, *p*<.01), negative attitude

toward police (β = -.17, t= -4.79, *p*<.01), lack of cooperation (β = .16, t= 4.32, *p*<.01),

perceived bullying (β = .08, t= 2.50, *p*<.01), organizational decadence (β = .09, t= 3.18,

*p*<.01), career dissatisfaction (β = .25, t= 8.13, *p*<.01) and lack of motivation (β = .08, t=

2.46, *p*<.01) were significant predictors of utilitarian belief dimension of attitude towards

extra judicial killing. Sex (β = -.09, t= -2.99, *p*<.01), age (β = -.11, t= 2.61, *p*<.01),

education (β = .07 t= 2.11, *p*<.01), years in service (β = .19, t= 5.04, *p*<.01), lack of

judicial support (β = -.11, t=-3.03, *p*<.01), negative attitude toward police (β = -.08, t=-

2.29, *p*<.01), lack of cooperation (β = .19, t=5.08, *p*<.01), perceived bullying (β = .15,

t=4.51, *p*<.01), organizational decadence (β =.09, t=2.89, *p*<.01), and career

dissatisfaction (β = .12, t=3.64, *p*<.01) were significant predictors of self-protection

beliefs about attitude towards extra judicial killing. Ambivalent judicial process (β = .06,

t= 2.10, *p*<.01), distrust for police trust (β = .10, t= 3.41, *p*<.01), lack of cooperation (β =

.12 t= 3.30, *p*<.01), perceived bullying (β = .14, t= 4.87, *p*<.01), organizational decadence

(β = .23, t=8.18, *p*<.01), career dissatisfaction (β = .19, t= 6.42, *p*<.01), and lack of

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motivation (β = .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.

137

**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 R2

F

Sig.

Justice dispensation

Hostility

.058 1.984 <.05

.212 7.183 <.01

.328 11.767 <.01

Frustration

Sex

-.066 -2.341 <.05 .46 .21 34.735 <.001

-.024 -.622 >.05

Age

Education

Years in service

Rank

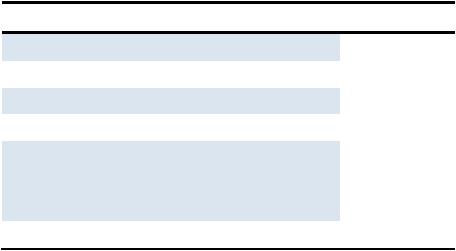
.007 .231 >.05

.054 1.466 >.05

.084 2.553 <.05

Dependent Variable: Cynicism

138



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 (R2= 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 (β = -.07, t= -2.34, p<.05), rank (β =

.08, t= 2.55, p<.05), justice dispensation (β = .06, t= 1.98, p<.05), hostility (β = .21, t=

7.18, p<.05), and job frustration (β = .33, t= 11.76, p<.05) were significant predictors of

cynicisms. The stated hypothesis was therefore accepted.

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**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**

Lack of Motivation Career Dissatisfaction

Perceived Bullying/Persecutory

Organizational Decadence

B

S.E

*β*

t

B

S.E

*β*

t

B

S.E

*β*

T

B

S.E

*β*

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

Hostility

.019 .008 .075 2.512\* .04 .02 .083 2.683\* .005 .003 .044 1.424 -.002 .008 -.008 -.243

.043 .012 .112 3.725\* .12 .02 .174 5.579\* .017 .005 .104 3.347\* .063 .012 .162 5.10\*

.046 .004 .361 12.758\* .04 .01 .181 6.171\* .017 .002 .299 10.239\* .026 .004 .204 6.83\*

Frustration

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

.01 .093 .003 .088 .08 .18 .015 .469 .044 .042 .033 1.056 .048 .100 .015 .485

Education

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

.18

.34

.12

.36

.13

.29

.08

R Square

F

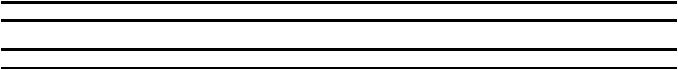
29.48

17.41

19.48

12.19

140



Results presented in Table 4.7 revealed that socio-demographics variable and

psychological factors significantly jointly predicted perceived bullying (R2= 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 (R2= 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 (R2= 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 (R2= 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 (β = .08, t= 2.51, *p*<.01), hostility (β = .11, t= 3.73, *p*<.01), frustration (β =

.361 t= 12.76, *p*<.01) and rank (β = .08, t= 2.37, *p*<.01) were significant predictors of

perceived bullying. Justice dispensation (β = .08, t= 2.68, *p*<.01), hostility (β = .17, t=

5.58, *p*<.01), frustration (β = .18, t= 6.17, *p*<.01) and sex (β = -.07, t= -2.25, *p*<.01)

were significant predictors of lack of motivation. Hostility (β = .10, t= 3.35, *p*<.01),

frustration (β = .30, t= 10.24, *p*<.01) and rank (β = .07, t= -2.03, *p*<.01) were significant

predictors of career dissatisfaction. Hostility (β = .16, t= 5.10, *p*<.01), frustration (β = .20,

t= 6.83, *p*<.01) and sex (β = -.06, t= -2.05, *p*<.01) were significant predictors of

organizational decadence.

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**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

*β*

*β*

*β*

*β*

t

sig

t

sig

T

sig

t

sig

(Constant)

Sex

1.586 1.563 .118 8.806 4.620 .000 .457 1.006 .315 3.601 3.347 .001

.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

-.007 -.223 .824 -.012 -.413 .680 .023 .748 .454 -.007 -.218 .828

Education

years in service

Rank

.047 1.287 .198 .035 .933 .351 -.001 -.027 .978 .018 .478 .632

.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

-.006 -.195 .845 .052 1.626 .104 -.065 -2.023 .043 -.057 -1.734 .083

Ambivalent judicial process

Distrust for police

investigation

Negative attitude toward

police

.124 4.291 .000 .049 1.652 .099 .096 3.264 .001 .134 4.456 .000

.133 3.873 .000 .068 1.958 .050 .238 6.835 .000 .148 4.176 .000

Lack of cooperation

Lack of confidence

Persecution

.092 2.509 .012 .176 4.729 .000 .016 .437 .662 .129 3.391 .001

-.044 -1.410 .159 -.021 -.647 .518 -.138 -4.335 .000 -.028 -.853 .394

.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

-.006 -.181 .856 .061 1.701 .089 .089 2.485 .013 .270 7.385 .000

.128 3.264 .001 -.142 -3.587 .000 .192 4.827 .000 .019 .467 .641

Lack of organizational

support

Career demotivation

R

.471

.22

20.04

.447

.200

17.53

.444

.198

17.27

.404

.163

13.66

R Square

F

142



Results presented in Table 4.8 revealed that social demographics and psychological

factors significantly and jointly predicted perceived bullying belief dimensions of

cynicism (R2= 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 (R2= 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 (R2=

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 (R2= 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 (β = .07, t= 2.16, *p*<.01), distrust for police investigation (β = .12, t= 4.29,

*p*<.01), negative attitude toward police (β = .13, t= 3.87, *p*<.01), lack of cooperation (β =

.09, t= 2.51, *p*<.01), persecution (β = .24, t= 6.50, *p*<.01), and career demotivation (β =

.13, t= 3.26, *p*<.01) were significant predictors of perceived bullying belief dimension of

cynicism. Rank (β = .08, t= 2.20, *p*<.01), negative attitude toward police (β = .07, t= 1.96,

*p*<.01), lack of cooperation (β = .18, t= 4.73, *p*<.01), lack of intangible reward (β = .33,

t= 9.36, *p*<.01), and career demotivation (β = -.14, t= -3.59, *p*<.01) were significant

predictors of lack of motivation belief dimension of cynicism. Rank (β = .07, t= 1.96,

*p*<.01), lack of judicial support (β = .09, t= 2.59, *p*<.01), ambivalent judicial process (β =

-.07, t= -2.02, *p*<.01), distrust for police investigation (β = .10, t= 3.26, *p*<.01), negative

attitude toward police (β =.24, t= 6.84, *p*<.01), lack of confidence (β =-.14, t= -4.34,

*p*<.01), lack of intangible reward (β =.12, t= 3.57, *p*<.01), lack of organizational support

143

(β =.09, t= 2.49, *p*<.01) and career demotivation (β =.19, t= 4.83, *p*<.01) were significant

predictors of career dissatisfaction belief dimension of cynicism. sex (β = -.06, t= -2.07,

*p*<.01), distrust for police investigation (β = .13, t= 4.46, *p*<.01), negative attitude toward

police (β =.15, t= 4.18, *p*<.01), lack of cooperation (β =.13, t= 3.39, *p*<.01), and lack of

organizational support (β =.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:

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**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

R2 ΔR2

F

Sig.

Cynicism<- (Path A

Justice dispensation 2

Hostility

**.069 .035 .058 1.967 .049**

**.374 .052 .211 7.151 .000**

Frustration

Sex

**.192 .016 .327 11.787 .000** .45 .21 .21 39.79 .000

**-1.75 .803 -.061 -2.179 .030**

Highes tlevel of education

Years in Service

Rank

**.228 .421 .016 .542 .588**

**.738 .564 .039 1.307 .191**

**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

Hostility

**.207 .027 .221 7.793 .000**

**.163 .040 .117 4.105 .000**

Frustration

**.152 .012 .329 12.201 .000** .51 .26 .26 52.30 .000

Sex

**-**

**.611 -.104 -3.855 .000**

**2.354**

Highest level of education

Years in service

Rank

**.805 .320 .072 2.512 .012**

**1.008 .429 .068 2.348 .019**

**.804 .449 .055 1.789 .074**

Attitude towards extra judicial

killing<- (Path Ci)

Justice dispensation

Hostility

**.178 .022 .190 8.053 .000**

**.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

**.708 .266 .063 2.663 .008**

Highest level of education

Years in service

Rank

**.694 .357 .047 1.947 .052**

**.171 .374 .012 .458 .647**

Cynicism

**.425 .019 .542 21.931 .000**

145



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 (β =.06, t= 1.97, *p*<.01),

perceived citizens’ hostility (β = .21, t= 7.15, *p*<.01), job frustration (β = .33, t= 11.79,

*p*<.01), sex (β = -.06, t= -2.18, *p*<.01) and rank (β = .08, t= 2.52, *p*<.01) were significant

on cynicism in “Path A”. Also, the variable cynicism (β = .65, t= 27.62, *p*<.01) is

significant on Attitude towards extra judicial killing in “path B”.

The variable of justice dispensation (β =.22, t= 7.79, *p*<.01), perceived citizens’ hostility

(β = .12, t= 4.11, *p*<.01), job frustration (β = .33, t= 12.20, *p*<.01), sex (β = -.10, t= -3.86,

*p*<.01) education (β = .07, t= 2.51, *p*<.01) and years in service (β = .07, t= 2.35, *p*<.01)

were significant on attitude towards extra judicial killing in “path A”.

Also, the variable of justice dispensation (β =.19, t= 8.05, *p*<.01), frustration (β = .15, t=

6.36, *p*<.01), sex (β = -.07, t= - 3.17, *p*<.01), education (β = .06, t= 2.66, *p*<.01) and

cynicism (β = .54, t= 21.93, *p*<.01) were significant on attitude towards extra judicial

killing in “path C”.

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Police Organizational Cynicism

0.55\*\*

0.21\*\*

0.12\*\*

Attitude to extrajudicial kill

Citizen Perceived Hostility

Mediated Path

0.00, p.n.s.

\*\* *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**

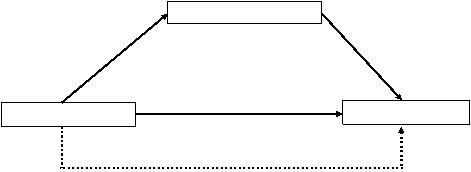
**hostility and attitude towards extra judicial killing.**

Key :

Direct path

Mediated path

147



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.

148

e = R2 (cynicsm), ee = R2 (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**

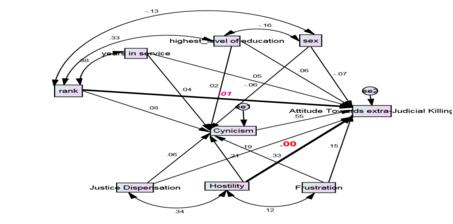
**attitude towards extra judicial killing in the final model.**

Key :

Mediated Direct path

Direct path

149



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.

150

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

Path B

B

Path A

Attitude towards extra

judicial killing <-

Hostility

Sobel Aroia

Test n Test

S.E

B

S.E

Sig.

Cynicism

**.37**

**4**

6.96 <.00

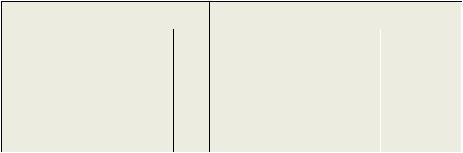
**.507 .018**

**.052** 6.968

4

1

151



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.

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**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.

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**Table 4.11: One-way ANOVA Summary Table Showing Difference InAttitude**

**Towards Extra Judicial Killing Based On Rank**

Sum of

DV

Squares

df Mean Square

F

Sig.

Attitude

Between

3391.514

2

1695.757 14.27 .000

Towards Extra Groups

Judicial Killing

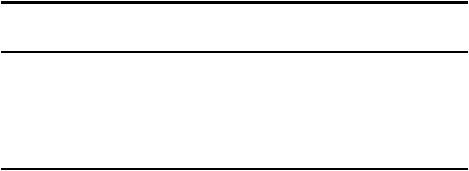
Within Groups

126599.505 1065 118.873

129991.019 1067

Total

154



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:

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**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 Rank/file

extra judicial killing

532

344

192

68.78

72.59

71.77

11.37

10.92

9.44

-3.81\* -2.99\*

Inspector

Officer

Total

-

0.99

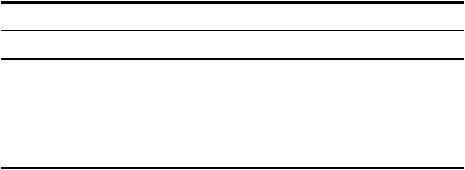
-

1068 70.54

11.04

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

156



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 (푥̅=71.77, S.D= 9.44), and (rank/file (푥̅=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.

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**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.

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**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

4

MS

F

Sig.

Attitude towards Between Groups 5097.175

extra judicial

1274.294 10.846 .000

Within Groups

124893.844 1063 117.492

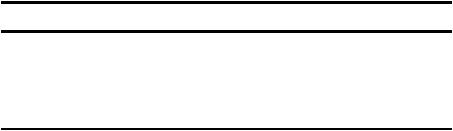
killing

Total

129991.019 1067

Source: Field work, 2016

159



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:

160

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

**Education**

**Descriptive**

Mean S.D

Scheffe Post hoc Test

N

1

2

3

4

5

Attitude

PRIMARY

SECONDARY

OND/NCE

HND

29 58.68 18.88 - **-11.53\* -11.98\*-12.46\*-15.32\***

towards extra

judicial killing

356 70.22 10.37

341 70.67 10.30

269 71.15 10.71

-

**-.45 -.94 -3.80**

-

**-.48 -3.35**

-

**-2.86**

POSTGRADUATE 73 74.01 11.73

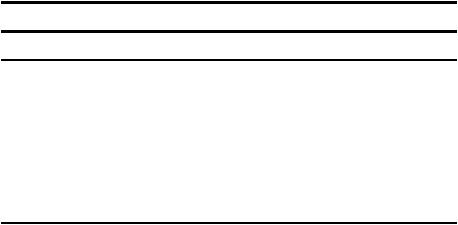
-

Total

**Source: Field work, 2016**

1068 70.54 11.04

161



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.

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**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.

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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

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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

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(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

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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.

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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

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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 squard (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

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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

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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.

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**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

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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*≤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

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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

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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.

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**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.

This study established a solid empirical literature trend explaining the causal

factors for police brutality in Nigeria.

3.

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

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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

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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

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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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**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**

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ii



**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.

iii

**ACKNOWLEDGEMENTS**

My gratitude to God our almighty father is without limits, at least, for His grace and

mercy upon me in the course of this work. I thank my parents for their patience and

understanding. My supervisor Prof P.O Olapegba takes every credit for the form and

shape as well as the content beauty, if any, of this work. His kind and friendly guidance

often motivated me every step of the way and will remain indelible. His beloved wife,

Temilola, Olawunmi Olapegba and their lovely children, showed me uncommon kindness

and understanding in every of my several visits to their blessed home. To you all I

remain grateful.

I will ever be grateful to the Head, Department of Psychology, Prof S.K Balogun for his

efforts. Indeed, he participated in nurturing the dream for this programme. Prof H.O

Osinowo initiated the whole idea about the PhD work. I remain indebted to Profs Bola

Udegbe, B.O. Ehigie, G. Sunmola Dave Okurame, John Ekorie, A.I. Alarape, N.A,

Shenge, C. Chonwen, B.O. Olley, Grace Adejuwon, R. Asagba, A. Adejumo, S.

Okakumhe, W. Ejide and teaching staff of the Department. In fact, all the non - teaching

staff of the Department of Psychology have the full assurances of my appreciation for

their individual and collective gestures at various stages of this programme. For other

names not mentioned it is not intentional please. May the Lord richly bless all who have

in one way or the other assisted me in the journey of this programme.

I am in no small way grateful to the Nigeria Police Force and the Inspector General of

Police (IGP) for the rare opportunity for this programme. I appreciate my colleagues at

the various divisions/formations where I have worked.

iv

**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

(α = .89; perception of justice dispensation (α = .81); perceived citizen hostility (α = .83);

cynicism α = .81) and work-place frustration (α = .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*≤0.05.

Participants’ age was 34.21± 3.12 years. The greater percentage were males (73.12%) with

14.44± 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 (R2= 0.21, F8,1059= 34.735).

Also, sex (t= -3.92), years in service (t= 2.34), justice dispensation (β = .22, t= 7.79),

hostility (t= 4.12), and job frustration (t= 12.15) were significant predictors of ATEJK [R2=

0.26, F8,1059= 45.810]. Cynicism (t= 21.93) mediated (z = 6.968) the relationship between

perceived citizen hostility (β = .00, t= .13) and ATEJK. (R2= 0.49, F10,1052= 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) [F4, 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,

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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.

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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

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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

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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

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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,

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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),

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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

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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

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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

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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.

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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.

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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.

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**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

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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,

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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,

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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,

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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

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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

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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

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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

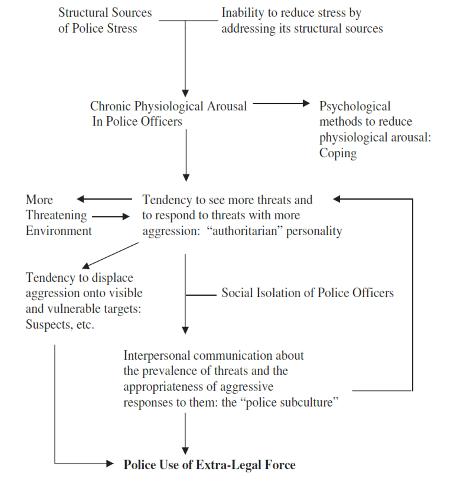
anticipate individual level contrasts among police officials.

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

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

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**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:

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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

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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

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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

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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

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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

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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

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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.

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**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.

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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.

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**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,

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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

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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

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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

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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

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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

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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

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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

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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

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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.

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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

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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;

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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

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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

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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.

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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

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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**

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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

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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

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