

Paradigm shift in Job Content: A case study of End SARS Protest

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Abstract

Questions as to which human motive underpin the cause of SARS actions which have had implication for EndSARS protest remain the concern of this study. The psychosocial view of the cause and effect relationship between the paradigm shift in the job content of Nigerian SARS officials and the dramatical protest of young Nigerian may offer reasonable understanding to this issue. This study aimed at examining the incidence of EndSARS protest so as to probe into the paradigm shift in the responsibilities of the SARS officials. Studying on that could help to unveil the cause, effect and resultant impact of such a shift in responsibility. The study used social media such as email and WhatsApp as convenient sources for information and data collection. Secondary source of data from Television, radio, newspaper report, and updates from literature were also used to effectively gather relevant information. The case analysis revealed that there has been a constant problem emanating from the urge to guide, to lead, command, and to control from SARS officials. This, in other hand, had created the current social prevailing problem, which theoretically has an attribute base on the biological derivation of human motive revealed to be a causal agent of such undue action. Implications of the study was discussed and recommendation were made.

Keywords: Paradigm shift, Job content, EndSARS Protest

I. Introduction

The issue of a shift in job content is an important subject of scientific enquiry that has continued to beg for solution both from industrial and organizational psychologists and researchers from other disciplines. Such solution though, does not often come as a surprise for the fact that the survival, success, or failure of an organization is, to some extent, depended upon the degree of employees' job performance (Ugwu, Enwereuzor, & Orji; 2016).

Conversely, the psychosocial perspective in the paradigm shift in the job content of SARS official cannot be fully explained without a critical look into the incidence of EndSARS protest. However, job content according to Karasek, Briston, Kawakomi, Houtman, Bongers and Amick (1998) include both socioeconomic and psychological characteristics contained in a job. Job content is thus, obtained through social epidemiology, behavioural demand, and psychosocial analysis of responsibility. There exist a psychosocial view of the cause and effect relationship between the paradigm shift in the job content of

Nigerian SARS leaders and the dramatically protest of young Nigerian. Just as Garrin (2014) opined that, the will to lead is not often reflected on creating a change, but often reflected on the external motive or incentives attracting desired outcome. Hence, the nature of incentives as a component of human motive and as a complex factor capable of elucidating a paradigm shift of a prescribed job content is possible to have contributed to the incidence of the prevailed protest.

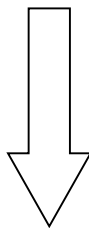
Moreover, whenever there is a paradigm shift in a job content, there is the possibility that the usual and accepted way of doing such a job has automatically changed. These change observed in a particular job is an issue though, not often come as a surprise but might lead to the failure of an organization.

The nature of biological instinct as a component of human motive is assumed to be another complex factor capable of elucidating a paradigm shift in a prescribed responsibility into an instinctual motive. Just as Garrin (2014) opined that, the will to lead is often reflected on creating a change, but often reflected on the motive either internal drive or external incentives attracting desired outcome. Behavioural theory explained more of the causes of shift in job content as factor based on contextual incentives (Bandura, 1977a). This theory suggests that, human being can make a shift from a responsibility out of contextual incentives attached to the current action. The will to lead according to Garrin, (2014), should reflect a core social valued subject in the society, invariably, leadership characteristics has dramatically become a reinforced motive. Below are psychosocial perspectives depicted as practices that promote citizenship termed 'the theory of social change model of leadership':

II. Theoretical Framework

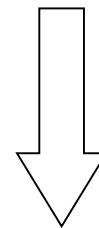
Group Values

(Collaboration, Comon Purpose, Contoversy with civility)



Individual Values

(Consciousness of self, Congruence, Commitment)



Societal Values

(Citizenship)

The social change model of leadership developed by Astin, (1996).

The above leadership for social change theory explained that, whenever there is a role clarity provided by organization to their employees, it should often reflect to a total commitment which will positively exerts great impact on the vision and the mission of the organization. According to Astin and Astin (1996), cultivating a core values that promotes the wellbeing of the society is very much important in leadership behaviour as explained in the above theory. Having intrinsic motives, and applying a focused effort toward mutual goals, SARS officials can enhance their consciousness of self, sense of congruence, and level of

commitment, respectively (Astin & Astin, 1996). Again, building strong trust among groups, creating rapport, and enthusiastically accepting an enduring respect for inter-individual differences often promotes collaboration, common purpose, and controversy with civility (Astin & Astin, 1996).

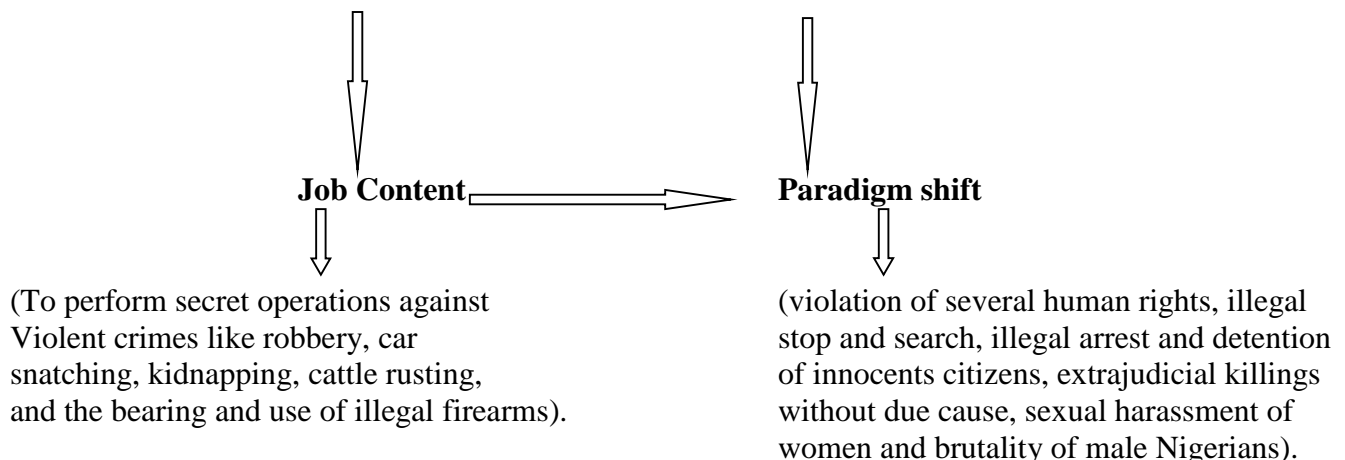
Although, behavioural theory explained more of the shift in job content as a factor based on contextual incentives attached to the current action (Bandura, 1977a). But as individualist values transform into collectivist ideals, the change observed though, not often come as a surprise but might lead to the survival, and success, of the organization. Thus, a paradigm shift in job responsibilities will not occurs; hence, anything that produces a particular effect or change become less contained and the one to be contained will involve the application of such knowledge as a mechanism of social change leadership orientation.

III. Background of the case

The special Anti-Robbery Squard (SARS) was a branch of the Nigerian Police force under the state criminal Investigation and Intelligent department (SCIID). This branch of police force was found in late 1992 as one of the 14 units in the force criminal investigation and intelligence department. The content of their job is to detain, investigate, and prosecute people involved in crimes like armed robbery, kidnapers, and other violent crimes (Paquette, 2020). They were created as a masked police unit to perform secret operations against violent crimes like robbery, car snatching, kidnapping, cattle rusting, and the bearing and use of illegal firearms.

Invariably, there is a dramatical shift according to several reporters with the aid of video and recording instrument on the content of their prescribed job or responsibilities to violation of several human rights, illegal stop and search action, illegal arrest and detentions of innocents citizens, extrajudicial killings without due cause, sexual harassment of women and brutality of male Nigerians (Ujene and Orji-Egwu; 2018).. The same group of police unit had been accused of detaining young male Nigerians seen with different hairstyles, tattoos fashion, carrying laptop and iphones, and those who drives exotic vehicles. Most of them have been accused of kidnapping, murder, theft, rape, torture and humiliation (ENDSARS Archives; 2020). In other hand, below was practically observed from the job of this police unit:

The special Anti-Robbery Squard (SARS)



IV. Analysis of the Case

End SARS is a social movement and protest done against police brutality in Nigeria by young Nigerian. Their aim was to ask the government to disband the special Anti-Robbery Squard (SARS). Given the reason of the several long traces and record of abuse of responsibilities (EndSARS, 2020). Research found out that this protest began in 2017 with the aid of twitter campaign (Omonobi,2017). However, the protest grown dramatically open in October, 2020 with regard to more reports and complaints loudly and repeatedly made in social media platforms among those living in major cities in Nigeria.

Evidence report of this case analysis was the incidence that occurred on Saturday 3rd October, 2020; it has it on video showing a man shot down by a SARS police officer in front of Wetland Hotel, Ugbelli, Delta State. The SARS police officer was alleged of taking away the man's vehicle known to be Lexus SUV. With a subsequent report of a SARS officer who killed a 20 year old musician called Daniel Chibuike (Report by Busari, 2020). These evidence report was spread in social media and platforms, which surprisingly compelled the youth to begin to make tweeter tag containing harsh information about SARS official (Yomi, 2020).

The urge to react against government calmness towards millions of tweeter tag simultaneously lead to mass demonstration involving almost young Nigerian throughout the nation. As the protest increased from one state to another, the Nigerian police force tried as they could to end it with the aid of teargas and gun shots in Abuja and Osun, serious attack and destruction of assets and properties followed. Many lost their lives and there was a serious sociopolitical tension that engulfed the country as well.

V. Method of data collection

Due to the restriction on movement, and social distancing protocols, the study used social media such as email and whatsapp as convenient sources for data collection. Secondary source of data from Television, radio, and newspaper report, were also used to effectively gather relevant information.

The Five demands from the protestors

The protest continued with the demand for good governance and accountability in police job content with the following demands according to Vangard, News 12th October, (2020):

1. Release of all arrested protestors.
2. Justice and compensation to the families of those who were killed during the protests.
3. The demand for a set of independent body to investigate and prosecute the police misconduct as reported so far.
4. The demand for psychological evaluation and retrain of SARS officers.
5. The demand for increase in salaries of police officers

Government Response

With reference to the demands of the protestors, the followings are the government response:

1. The Federal government of Nigeria pronounced the dissolving of the SARS unit with immediate effect, and quickly ordered state governments to set up judicial panels of inquiry to probe decades of police brutality (Bassey, Dede, Egbas, & Toromade, in Pulse Nigeria, 2020).
2. Inspector - General of Nigerian Police banned the FSARS, Special Squad (STS), Intelligence Response Team (IRT), Anti-Cultism Squad and other tactical units from mounting on road, checkpoints, stop-and-serach and patrols.

Implications/The resultant impact of the protest

The following implications emanated as a result of the protest:

- i. Subsequent attack and destruction of asserts and properties.
- ii. Lost of lives and serious sociopolitical tension.
- iii. Double challenge to economic conditions of Covid-19 outbreak, as Nigerian Economy lost over N700bn within 12 days of the protest revealed by the Lagos Chamber of Commerce and Industry (LCCI) on October, 20, 2020, (Vanguard, 2020).
- iv. Central Bank of Nigeria on Tuesday 20th October, 2020 freezes the accounts of notable participants found among protesting as their account was placed under "Post no Debit".

VI. Conclusion and Recommendation

The above discourse upon the paradigm shift in the Job Content of SARS officials suggests that human instinct (biological drive) and external incentives (bribe-like form) attached to a particular job is a variable capable of elucidating the shift in a prescribed responsibility. This however, entails that whenever the usual and accepted way of doing or thinking about a given job changed from its content, it would not be surprise to say that external motive or incentives attracted the desired outcome.

Behavioural theory explained it well by suggesting that human being can make a shift from a responsibility out of contextual incentives attached to the current action (Bandura, 1977a). That was how Garrin (2014) asserts that making a shift from the normal content of a job is often reflected on the external motive or incentives attracting such desired outcome.

The evidence report from the Nigerian youth with the aid of video and recording instruments unveil a contrary job to the actual job content of SARS officials. Invariably, the leadership for social change theory explained that, whenever there is a role clarity provided by organization to their employees, it should often reflect to a total commitment which will positively exerts great impact on the vision and the mission of the organization. According to Astin and Astin (1996), cultivating a core values that promotes the wellbeing of the society is very much important in employees behaviour. Having intrinsic motives, and applying a focused effort toward mutual goals, SARS officials can enhance their consciousness of self, sense of congruence, and level of commitment, respectively (Astin & Astin, 1996). Again, building strong trust among groups, creating rapport, and enthusiastically accepting an enduring respect for inter-individual differences often promotes collaboration, common purpose, and controversy with civility (Astin & Astin, 1996).

Based on the literature and analysis reviewed so far, the following recommendation were made:

- i. SARS official should embrace practices that promote citizenship such as consciousness of self, congruence, and commitment as suggested in the social change model of leadership.
- ii. The motive behind every official job should embrace a reinforced motive through self-regulatory process.
- iii. There is much need to embrace the norms and ideals of the democratic process, rule of law, transparency, and accountability.

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