

***Boko Haram* Insurgency: A Challenge to Human Resource Management in Nigeria**

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ABSTRACT

This study critically looks into Boko Haram insurgency: a challenge to human resource management in Nigeria. It evaluates the meaning of Boko haram, its ideologies otherwise known as principles of the group. As a new emerging concept in global terms, it is regarded and ascribed by the United States security expert, Ambassador Daniel Benjamin as the world's deadliest terror group. The central thesis dwell on the challenges the human resource management encounter because of Boko haram insurgency in Nigeria. Empirically, the researcher put across some selected data of incidences that reflect horrendous destruction of lives and property by Boko Haram. Conclusively, the work notes that human resource management could not evolve under a rising incident of violence, militancy, and conflicts between government and Boko haram in Nigeria.

Keywords: *Boko Haram, Human Resources Management*

INTRODUCTION

Nigeria is a sovereign state being governed by an acceptable document referred to as the constitution. The 1999 constitution of the Federal Republic of Nigeria (as amended) specifies and recognizes three major ethnic groups (Igbo, Yoruba and Hausa). Although there are other minor ethnic groups with obvious divergent cultures and beliefs, these groups are housed under two major religious groups, namely, Muslims and Christians. The same constitution guarantees freedom of association, religion, etc with some provisos in each case. These different sets of groups had arisen in Nigeria with little or real militancy approach in prosecuting their different objectives (Olaide, 2013). Among them, according to Olaide (2013), are Oodua Peoples Congress (OPC) within Yorubas; Bakassi Boys and Movement for Actualization of Sovereign State of Biafra (MASSOB) among Igbos, Niger-Delta militants as well as *Boko Haram* that is the object of discussion now and others without particular identity within the northern part of Nigeria. The activities of Boko Haram pre-dated 2003 general election because there are generations of people that have been engaging in different political and ethnical crisis courtesy of religion in the northern part of Nigeria, and courtesy of marginalization on infrastructural amenities in Niger Delta. Consequently, these crises emanating from Boko haram under ethnic and religion guise have posed serious challenges to human resources management in Nigeria, hence the prevalent high death rate of our security agents, businesspersons, civil servants, school children (Chibok Girls, the secondary school girls abducted by the terrorist group), priests, among other innocent citizens.

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The Concept and Ideological Thesis of Boko Haram

In the town of Maiduguri where the group was formed, the residents dubbed it “Boko Haram” (Newman, 2013). Therefore, the term Boko Haram comes from the Hausa word Boko, which is originally derived from a Hausa word with meanings such as ‘fraud’ and unauthenticated, and the Arabic word haram figuratively meaning sin, literally forbidden (BBC news, 2009). Literally speaking, the name may be meant to convey the message that ‘bogus education is sinful’ (Murphy, 2014). In addition, Murtada has noted in his research of the group that the name of the movement should not be understood literally from the Hausa, but rather as meaning traversing the western system of education is haram.

It is a well-known fact that established entities have fundamental principles that guide the operation of such entities. However, these principles tend to operate within positive concern of the members and the component units of a state. Nevertheless, Boko haram sect has different principles, from their conception of its principles, it may sound positive, but it has negative connotation before global political environment. Thus, the principles according to Murtada (2012), while researching on mohammed Yusuf and Boko Haram, assert that core principles of the group are: an emphasis on hakimiyyah (sovereignty to God’s law); a belief that they are the “saved sect” mentioned in the prophetic tradition of Islam, prohibiting studying in western educational centers of learning because they considered them to be based on non-Islamic traditions and colonialism. They thus criticized Saudi Arabia for its usage of “western educational methods, prohibiting working in any governmental institution or civil service role, a contorted interpretation of the edicts of scholars from the classical traditions such as Ibn taymiyyah to support their rebellions and use of violence. One disturbing question is how these principles are achieved if this group is not financed? This raised the issue of finance or sources of fund for Boko haram sect in Nigeria.

Sources of Fund for Boko Haram Sect

Funding sources for Boko haram are not certain but believed to be partially funded by banks (Doyle, 2012, Lasmier, 2012) and other Islamic groups. However, in February 2012, arrested officials revealed that while the organization initially relied on donations from members, its links with Al-Qaeda in the Islamic maghreb opened it up to more access to other highly rated individuals within and outside the country.

Challenges of Boko Haram insurgency to Human Resource Management

Over the last two decades, there has been an unprecedented increase in the number of organizations that have internationalized their operations (Olaide, 2013). Thus, the international movement of labour that has been concomitant with such expansion of international business has meant that issues associated with management of human resources across international borders are increasingly important to international human resource managers, even in the face of Boko haram. Therefore, the new emerging

concept in terrorism known as Boko harm has posed a serious challenge to human resource management in Nigeria. In addition, the activities of this sect has done more harm than good, hence the alarming rate of radicalization and circulation of extremist ideologies which had subsequently led to wanton destruction of property and loss of live. Thus, in March 2012, it was reported that Boko Haram had taken a strategy to stimulate convoys of high-profile Nigerians to access target buildings that are secured with fortifications (BBC News, 2011). Accordingly, it was gathered that Boko Haram has attacked Christian worship centers to trigger reprisal in all parts of the country aimed at distracting authorities so that they can unleash attacks elsewhere. The group is also known for using motorcycles as their vehicles of choice to assassinate government officials and security officers. As the group continued to kill citizens along side their property, government in 2009 struck on its members (that is Boko Haram).

When the government came into action, members of the group were arrested in Bauchi, sparking off deadly clashes with Nigerian security forces, which led to the deaths of an estimated 700 people. During the fighting with the security forces, Boko Haram fighters reportedly used fuel-laden motorcycles and bows with poison arrows to attack a police station (Nossiter, 2009). The group's founder and then leader Mohammed Yusuf was killed during this time while in police custody. With the growing scenarios and consequences, it is apparent that human resources, which are the people, would not be adequately utilized to achieve goals in most organizations (private and public). In the circumstances of high death rate and destruction of government buildings, how can people be deployed to execute government functions? The answer is obvious, which is impossible, hence no responsible government can operate in confused violent situation.

Therefore, the surrounding consequences made government of Nigeria to declare state of emergency in some states in part of the north. Hitherto, some government personnel do not attend to their duties because of fear of being attacked by the dissident group. As such, human resource management is being challenged on how best to maximize the use of people to achieve set targets of public and private sector organizations in a violent ridden economy, caused by Boko haram insurgency in Nigeria. However, a catalogue of negative activities such as destruction of public buildings at Abuja, kidnapping of "Chibok girls" at Maiduguri etc had formed the basis of worry and concern to both Nigeria and other developed countries of the world. In order to resuscitate the growing economy of the nation, government decided to donate huge sums of money to the individuals, groups, and organizations on 1st August, 2014 through victim support fund (VSF) lunched by the President at Abuja. This action of the president was to ensure the revival, reconstruction, and reconsolidation of displaced Nigerians.

Table 1: Some Selected Empirical Data of Attacks Unleashed By Boko Haram in Nigeria

Year	Date	Recorded Incidence and Title	Sources
2010	September 7	Attack on Bauchi prison, frees 721 inmates	Sani Muh'd Sani
2010	December 31	Many dead in Nigeria market blast	Aljazeera English
2011	April 22	Boko haram frees 14 prisoners during jail Break in	

2011	June 16	Yola, Adamawa State. The group claims responsibility for 2011 Abuja police headquarters bombing	Sahel blog.wordpress.com Brock, Joe, Nigerian Islamist sect claims bomb attack paper"
2012	March 8	During British hostage rescue attempt to flee Italian Engineer franco lamolinara and Briton Christopher MC	Topic Galleries;
2012	May 31	During a joint task force (JTF) raid on a Boko Haram den, it was reported that 5 sect members and a German hostage were killed	Orlando sentinel All Africa.com.
2012	June 17	Suicide bombers strike three churches in Kaduna state; at least 50 people were killed. "Nigeria Boko Haram bombed Kaduna churches"	BBC
2013	July 6	Dozens killed in North Nigerian clashes over two days, Yobe State school shooting: 42 people, mostly students, were killed in a school attack in Northeast Nigeria	The guardian (London)
2013	May 7	Nigeria school attack claims 42 lives: At least 55 killed and 105 inmates freed in a coordinated attacks on Army Barracks, a prison and police post in Bama town	The Australian, AF
2014	February 25	"Dozens killed in Boko Haram raid in Nigeria" Federal Government college attack: fury at military over Yobe deaths. At least 29 teenage boy's dead at Federal Government college Buniyadi Nigeria school attack: fury at military over Yobe deaths.	Al Jazeera. BBC news.

The above table presents some selected empirical information that explain recorded incidences unleashed by Boko Haram sect in Nigeria, which explicitly and implicitly constitute challenges to human resource management in Nigeria.

CONCLUSION

The growing insurgency in Nigeria resulting from Boko Haram sect activities has left many challenges in the hands of human resource managers and field of human resource management. However, the study concluded that the rate of death, destruction of property among other challenges arising from "Boko Haram", which is a new emerging concept in global terrorism and is unhealthy for the theory and practice or otherwise development of human resource management in Nigeria.

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