

CORRELATES OF MANAGERIAL SUCCESSION IN SELECT RIVERS STATE GOVERNMENT PARASTATALS

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ABSTRACT

This study was carried out to investigate the impact of political consideration, ethnicity, academic qualification, managerial style and religious affiliation on managerial succession in Rivers State government owned parastatals.

A sample of all the top, middle and lower level managers from 10 out of the 31 parastatals were used in the study. Seventy five (75) out of a total of one hundred and thirty seven (137) administered questionnaires were received and used. Data collected were analysed using Chi-square statistics.

At 5% confidence level the result of the test indicated a significant relationship between ethnicity, managerial style, academic qualification and managerial succession, while at the same confidence level, it showed no significant relationship between political consideration, religious affiliation and managerial success.

Based on the above result, the researcher concluded that ethnicity, academic qualification and managerial style affect managerial succession in Rivers State government parastatals while political consideration and religious affiliation do not.

It is recommended that business organisation should guide against frequent managerial succession as such is detrimental to the achievement of corporate objectives. There should be no ethnic considerations in the appointments and replacements of managers.