

**Disposition to Good Governance and Achievement Striving Behaviour:
Role of Motivator Variables**

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This study examined the moderating roles of technology self-efficacy and personal growth initiative in attitudinal disposition to good governance and achievement striving behavior of political office holders in Southwest Nigeria. The study adopted the ex-post-facto survey research design using a sample of 60 political office holders in the study area. Instruments used for data collection were: Computer Self-Efficacy Scale (CSES), Personal Growth Initiative Scale (PGIS), Attitudinal Disposition Questionnaire (ADQ), and Achievement Striving Behaviour Scale (ASBS). Three hypotheses were formulated and tested using regression analysis at the .05 alpha level. Results revealed significant moderating roles of technology self-efficacy and personal growth initiative in the relationship between attitudinal disposition of good governance and achievement striving behavior of political officeholders. It was recommended, among other things, that political office holders should demonstrate a positive attitudinal disposition to good governance to increase their striving for achievement.

Keywords: Development, Transformation, Governance, Policies.

Ever since Nigeria became an independent country on 1st October 1960, its aim towards achieving sustainable development has not garnered momentum with its enormous human and natural resources. This is evident

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in its inability to have a stable and transparent government, despite the numerous policies and programs put in place to do so. It is on this premise that Nwosu (2017) opined that the social and economic growth of any society is dependent on good governance.

Good governance encompasses numerous concepts like effective security, open administration, good standard of living among the citizenry, justice, and equity among others. It also leads to transparency, accountability, upholding the constitution of the land, effective and efficient delivery of public services, and widening of democratic space or political participation (Akujuru, 2015). In short, good governance can be regarded as a reflection of leadership capability and excellent performance. On the other hand, bad governance manifests as a failure in achieving the aforementioned purposes.

When there is bad governance in any society, it automatically translates to bad leadership with its attendant consequences on the entire populace. Nigeria which is regarded as one of the giants of Africa needs functional and good governance to provide the required leadership functions with features like effective anti-corruption laws without restrictions, a competent legislative arm, and an unbiased judiciary. Members of the society at large must also be ready to participate in the transparent democratic process. The present research considers governance as a form of political leadership within the confines of the three tiers of government as they exist in Nigeria; these are the Federal, State, and Local Governments with the way they administer various resources at their disposals. This implies that the description of governance as bad or good could be related to the attitude disposed to manage a country's resources by the political officeholders. It is important to note that there are varying opinions among scholars on the definition of good governance, however, there still seems to be a convergence point that the concept is an essential condition for the national growth and development of any nation (Oburota, 2003). From the foregoing, there is a need to critically look into an ideal concept of good governance.

Good governance can be simply achieved if political office holders have some form of characteristics, such as achievement striving behavior, which serves as a strong desire for the political office holder to want to achieve and complete a sizeable task or goals within a time frame. Before any nation could achieve sustainable prosperity in the areas of economic growth and social

development, such a nation must be up to the task of making strategic decisions about resource control and allocation on one hand; and efficient utilization and investment of such resources on the other hand. It has been pointed out that the inability to take strategic decisions and planning in the administration of many third-world countries necessitates the quest for good governance in nations across the world (Adegbami, 2017).

The dependent variable of interest in this study is achievement striving behavior which refers to an intense will to achieve a goal or meaningful objective with a record of success. In other words, achievement striving behaviors could be regarded as expressed attitudes that require serious and committed input from an individual over a reasonable period in pursuing a particular goal. Of course, an individual's performance is strongly influenced by the extent of his or her striving for achievement.

Politicians aspiring to attain specific political positions and desire to make their country, State or Local Government grow through the process of good governance can automatically be motivated to strive to achieve because achievement striving behavior has been recognized as one of the major factors marking out successful individuals (Locke & Baum, 2007).

Achievement striving behavior has been described to be the rate at which people generally handle their perceived works (Bluen, Barling & Burns, 1990). It has also been reported that achieving striving behavior can produce strong and positive outcomes when combined with the attitudinal disposition of some political office holders (Bluen et al., 1990; Schaubroeck & Williams, 1993; Northam, 1994; Helmreich, Spence, & Pred, 1998). Another scholar, Wright (1988) opines that achievement striving behavior is traditionally associated with career success and that people identified with a high level of achievement striving behavior tend to be very industrious and forward-looking on their jobs with good performance (Lee & Gillen, 1989). Achievement striving behavior has been again described as an inner spirit that activates an individual to strive for success. Most individuals with this characteristics have been known to have an internal locus of control and individuals with this type of locus of control are greatly motivated to achieve. Every individual has a vision-a subjective view of what he/she aims to achieve, the kind of model organization, and activities he/she has in mind. This individual then takes deliberate steps and actions to actualize his vision. In doing this, Locke and Baum (2007) revealed that such an individual

continuously struggles to overcome problems and difficulties that may prevent the actualization of his or her ambition.

The independent variable of this study is the attitudinal disposition. Dispositions are the values, commitments, and professional ethics that influence behaviors toward citizens and communities and they have an effect on the development as well as the nation's professional growth. Dispositions are guided by beliefs and attitudes related to values such as caring, fairness, honesty, responsibility, and social justice (UNDP, 2008). Attitude is a feeling which propels an individual to react positively or negatively towards objects, ideas, or events. It is an important factor that determines how individual conceives and reacts to objects or events in his/her life (Gesinde, 2008). Individuals' attitude is also informed by their experience in situations to which those attitudes apply, thereby affecting the perception of competence in meeting perceived task demands and the system of a personal agency called self-efficacy (Bandura, 1997). Abernathy (2002) found that many dispositions and personal qualities are to be considered in aiming for any political office, these include honesty, self-motivation, initiative, high moral standards, good character, compassion, sincere caring, integrity, positive attitude, community-minded, decisive, intelligent, dedicated, trustworthy and hard work.

Muhlenbruck (2001) found that in Iowa state, commissioners were selected based on their value and respect for others and organizational fit. Also, Schmidt and Van de Water (2009) found that New York state councilors were selected on their commitment to community goals and comfort with people who represent diverse constituencies and personality characteristics like listening, being open, honest, warm, caring, sociable, outgoing, and flexible which are related to good disposition. Yablon (2009) opines that women are more consistent in their attitude towards peace than men. Therefore, based on the above stated personality characteristics, attitudinal disposition occupies a key role in the lives of political office holders in Nigeria to ensure good leadership. Ogundiya (2010) has also linked good governance to the roles of motivational factors such as technological self-efficacy and personal growth initiative behavior of political office holders, which can influence good governance. In this study, technological self-efficacy and personal growth initiative serve as moderating roles in attitudinal disposition and achievement striving behavior of political office holders in Southwest Nigeria.

Technology self-efficacy is the belief in one's potential in carrying out perceived identified newly introduced assignments or tasks. This variable has its root in Albert Bandura's (1977) social cognitive theory. The theory highlights the perspective that people are their change agents. It views self-efficacy as a special conviction in oneself to successfully execute a given assignment based on the endowed intellectual abilities and skills.

Technology self-efficacy refers to certain technologies such as computer self-efficacy, internet self-efficacy, or information technology self-efficacy. Today's modern society is also becoming technology-driven and everybody is becoming technologically inclined across the Globe. For instance, in Nigeria, everybody uses cell phones and computers. The conventional use of the internet in many workplaces and other activities of human endeavors is evidence of the manifestation of technology self-efficacy among humans. Emails and other internet resources, for example, are extensively used in personal and official capacities by individuals in organizational, educational, and other settings. Although, reasonable investment in technology can be a precursor for optimal outcome and performance in any establishment. Nevertheless, full automation and mechanization could have significant consequences on any organization. Therefore, for effective performance of their duties, all political office holders are also expected to make use of one form of technology or another since it could influence personal goals and achievement striving behaviors.

The other moderator variable in this study is Personal growth initiative (PGI), which is described to be a transformed or modified attribute in an individual in the form of cognitive, behavioral, or affective (Prochaska & Diclemente, 1986). There are three dimensions of personal growth initiative which include unintentional growth and out of awareness, growth that is unintentional but in awareness, and growth that is intentional and fully in awareness. It can therefore be deduced that personal growth could take place either through the intentional or unintentional mechanism. PGI has been described to be an active and deliberate engagement in the process of personal growth (Robitschek, 1998) as the main source of energy for individual development (van Woerkom and Meyers, 2019). It has been observed that workers who have high PGI would always harness and make use of developmental opportunities that come their way (Robitschek et al., 2012). The four major components of Personal growth initiative as explained by

Robitschek et al. (2012) include readiness for change, planfulness, using resources, and intentional behavior. Readiness for change has to do with conscious awareness and preparation for undertaking self-change (Robitschek et al., 2012). Planfulness is related to articulating the process's knowledge needed and implementation of self-change (Robitschek et al., 2012). The use of resources involves the efforts of an individual in sourcing materials from different places to facilitate self-change. Lastly, intentional behavior can be designated as purposeful engagement in behavior for self-change (Robitschek et al., 2012). Loo, Park, and Lee (2020) revealed that PGI has been identified to be a variable of concern for researchers in various fields such as education and counseling. Findings showed that PGI has a relationship with vocational identity, decisiveness, career investigation, problem-focused managing, and goal-setting (Shorey et al., 2007).

When an individual is engaged in conscious steps towards getting things done, it results in active and intentional self-change which is described as a Personal growth initiative (Robitschek et al. 2012). In other words, it is the deliberate efforts put in by an individual for self-growth and development. An individual in this category makes use of opportunities that come their way. It is a set of skills and energy that is used by people in their day-to-day activities (Robitschek et al. 2009). An individual who deliberately releases himself for self-improvement is considered to have an interest or passion for personal growth initiative which is reflected in the readiness for change, adequate preparation and plan for self-change, identification of the needed resources for the expected change, and commitment to follow up on the needed skill that will lead to growth and development. All these are the four elements that make personal growth initiative possible based on Robitschek and Keyes's (2009) findings on the subject matter.

Nigeria is presently facing a lot of challenges in form of the high level of corruption in almost all sectors of the economy which has resulted in the poor distribution of the available resources among the citizenry. The Country is also bedeviled with several anti-social behaviors with alarming moral decadence among the old and young generations. Such include an increase in kidnapping for ritual and money-making, sexual and physical assaults among males and females. There are also incidences of crisis and unrest in almost all the six geo-political zones due to tribalism, nepotism, and religious intolerance among others. People are now resulting to self-help due to the lack of an

effective and operational security mechanism that the law of the land has put in place. Evidence of dilapidated and inefficient infrastructures across the entire country is a call for concern. In the same vein, the education system through which competent future leaders can be produced seems not to be effective again due to poor leadership and lack of adequate educational facilities. The health sector also seems to be dragging and the majority of the elites in the Country often seek help in the diaspora, leaving the poor masses vulnerable.

The future of Nigeria becomes very uncertain without an apt and effective leadership that would provide the desired change through good governance. For this to be averted, and for hope to be restored, political office holders in Nigeria should be able to have a positive attitudinal disposition towards good governance by adopting or even adapting to behaviors that are achievement striving in nature, having motivation factors such as technology self-efficacy and personal growth initiative to enhance their performances.

Rationale

The main aim of the present study was to investigate the moderating roles of technology self-efficacy and personal growth initiative in the attitudinal disposition of good governance and achievement striving behavior of political office holders in southwest Nigeria. This could assist in making appropriate recommendations towards a better electioneering process that would enhance effective governance in the near future.

Hypotheses

Three hypotheses were formulated for this study. The first stated that the attitudinal disposition of good governance will significantly influence the achievement striving behaviour of political office holders in Southwest Nigeria.

The second stated that technology self-efficacy and personal growth initiative will significantly moderate the influence of attitudinal disposition to good governance on achievement striving behavior of political office holders in Southwest Nigeria. The last hypothesis stated that there will be significant bivariate relationships between technology self-efficacy, personal growth initiative, attitudinal disposition to good governance, and achievement striving behavior of political office holders in Southwest Nigeria.

Method

Research Design

This study employed the survey research design of the *ex post facto* type.

Participants and Sampling procedure

The study participants consisted of all political office holders in Southwest, Nigeria. A sample of 60 political office holders was chosen from the population through the disproportional stratified sampling technique. The population was subdivided into six strata being the States making up Southwest Nigeria, namely, Ekiti, Lagos, Ogun, Ondo, Osun, and Oyo States (Local Government chairmen and chairpersons) in Southwest Nigeria. The purposive sampling technique was employed to select 10 political office holders from each of the six States that comprise Southwest Nigeria, making a total sample of 60 political office holders for this study. 46 of the participants were male representing 76.67% and 14 females were used for the study which was 23.33 of the participants. Table 1 below shows the characteristics of the participants used for this study:

Table 1

Characteristics of participants

State	Male	Female	Total
Lagos	7	3	10
Ogun	9	1	10
Oyo	7	3	10
Osun	8	2	10
Ondo	8	2	10
Ekiti	7	3	10
Total	46	14	60

Inclusion/ Exclusion criteria

Participants for this study were purposively selected from political office holders serving at the local government level which was meant to cater for the development of grass-root areas as a result of its nearness to people in terms of scope and operation. Other political office holders at State and National

levels were not considered for this study because of their very busy schedule and their disposition toward researches of this nature.

Instruments

The following instruments were used for data collection: Computer Self-Efficacy Scale (CSES), Personal Growth Initiative Scale (PGIS), Attitudinal Disposition Questionnaire (ADQ), and Achievement Striving Behaviour Scale (ASBS). Further information on these scales is provided below.

Computer Self-Efficacy Scale (CSES): Computer Self-Efficacy Scale (CSES) developed by Torkzadeh and Koufteros(1994) was adopted to measure technology self-efficacy in this study. The CSES has 29 items in a five-point Likert-type format with responses 1 =strongly disagree, 2=disagree, 3=undecided, 4=agree, and 5=strongly agree). Total scores for CSES range from 29 to 145 with high scores indicating a high degree of confidence in the subject's ability to use computers or technology. The developers reported acceptable internal consistency reliability of the scale with Cronbach's alpha of .90. To confirm the reliability of the scale in the local setting, it was administered on a sample of 15 political office holders at the Governor's Office, Abeokuta on two occasions with an interval of two weeks between the two administrations. An analysis of the scores obtained yielded a test-retest reliability coefficient of .83 which evidences the stability of the scale.

Personal Growth Initiative Scale (PGIS): The Personal Growth Initiative Scale (PGIS) was developed by Robitschek & Keyes (2009). The instrument consists of nine items, and the respondents are to rate each item on the instrument on a four-point Likert scale which ranges from strongly agree, agree, strongly disagree, and disagree. Sample items on the scale are: "*I know how to change specific things that I want to change in my life*" and "*I have a good sense of where I am headed in my life*".

The Cronbach's alpha reliability index for the scale was 0.75 (Robitschek & Keyes 2009). This shows that the scale has high reliability. Murphy (2011) cross-validated the PGIS by correlating scores on it with scores on the Career Satisfaction Scale (CSS) using a sample of 460 participants. The convergent validity was found to be high ($r=.75$).

Attitudinal Disposition Questionnaire (ADQ): The Attitudinal Disposition Questionnaire (ADQ) is a 10-item questionnaire developed by the researcher. The items are formatted as a Likert-type scale having responses ranging from 1 = strongly disagree to 5 = strongly agree. The researcher utilized the test-retest method to assess the reliability of the instrument. It was subsequently administered to 15 political office holders in Ogun State, Nigeria who were not part of the sample for the main study. After two weeks, the ADQ was again administered on the same sample of political officeholders. An analysis of the two sets of scores yielded a coefficient of stability of .79 indicating that the instrument is reliable for this study.

Achievement Striving Behaviour Scale (ASBS): The Achievement Striving Behaviour Scale (ASBS) was developed by Goldberg, Johnson, Eber, Ashton, Cloninger, and Gough (2006) as a measure of individuals' strivings for achievement. It is formatted as a 4-point Likert-type scale with responses ranging from 1 = strongly disagree to 4 = strongly agree. A sample item on the scale is "*I like to control things*". The ASBS was used by Abosede and Akintola (2019) to test achievement striving construct of Nigerian youth engaging in entrepreneurship and found to have high internal consistency reliability with Cronbach's alpha equaling .78, showing that the instrument is reliable. Goldberg *et al.* (2006) established the predictive validity of the ASBS by correlating scores on it with scores on a criterion variable (career success) measured by the Career Success Scale (CSS; Sevine, 2001). The predictive validity coefficient was found to be .701, showing that the scale is valid.

Procedure

Sixty copies of the instruments were administered personally by the researcher to the sixty sample selected for this study and all the copies were retrieved. The administration was carried out after the purpose of the study and the benefits realizable from it have been communicated to the participants and they have been assured about the confidentiality of information they may volunteer. The data collection exercise lasted for two months. None of the respondents dropped out of the research work during data collection.

Methods of Data Analysis

All the data that were collected were analyzed and the hypotheses were tested employing simple linear regression analysis, Hayes' Process model, and Pearson's r . Tests were carried out at the .05 level of significance.

Results

H₁: Attitudinal disposition of good governance will significantly influence achievement striving of political office holders in South-West Nigeria.

Table 2

Model Summary of Total Effect of Attitudinal Disposition to Good Governance on Achievement Striving Behaviour

Table 2 revealed that there was a significant total effect of attitudinal disposition to good governance on achievement striving behavior of political officeholders. The value of the coefficient of determination ($R = .94$; $R^2 = .880$; $F_{(1,58)} = 423.93$; $p < .05$) implies that 88% of the variance in achievement striving behaviour can be explain by attitudinal disposition to good governance. Thus, H₁ is accepted in favor of the alternative hypothesis, it is consequently concluded that there is a significant total effect of attitudinal disposition to good governance on achievement striving behavior of political office holders in South-West Nigeria.

H₂: Technology self-efficacy and personal growth initiative will significantly moderate the influence of attitudinal disposition to good governance on achievement striving behavior of political office holders in Southwest Nigeria.

Table 3

Model Summary and Stepwise Regression Analysis for Moderating Roles of Technology Self-Efficacy and Personal Growth Initiative on the Relationship Between Attitudinal Disposition to Good Governance and Achievement Striving Behaviour

Table 3 revealed that there were significant moderating roles of technology self-efficacy ($F_{(1,57)} = 16.04$; $p < .05$) and personal growth initiative

($F_{(1,56)} = 12.96; p < .05$) on the relationship between an attitudinal disposition to good governance and achievement striving behavior of political office holders in South-West Nigeria.

H₃: There will be significant bivariate relationships between technology self-efficacy, personal growth initiative, attitudinal disposition to good governance, and achievement striving behavior of political office holders in Southwest Nigeria.

Table 4: *Correlation Matrix for the Bivariate Relationships between Technology Self-Efficacy, Personal Growth Initiative, Attitudinal Disposition to Good Governance, and Achievement Striving Behaviour*

Table 4 revealed both significant and non-significant results. Specifically, there were significant and positive relationships between technology self-efficacy and personal growth initiative ($r = .22, p < .05$), technology self-efficacy and achievement striving behaviour ($r = .36, p < .05$), personal growth initiative and attitudinal disposition to good governance ($r = .28, p < .05$), personal growth initiative and achievement striving behaviour ($r = .32, p < .05$), and attitudinal disposition to good governance and achievement striving behaviour ($r = .25, p < .05$). There was a positive but non-significant relationship between technology self-efficacy and attitudinal disposition to good governance ($r = .04, p > .05$).

Discussion

The first hypothesis which stated that attitudinal disposition of good governance will significantly influence achievement striving of political office holders in South-West Nigeria is rejected in favor of alternative hypothesis leading to the conclusion that there is a significant influence of attitudinal disposition of good governance on achievement striving of political office holders in Southwest Nigeria. This finding agreed with that of Abernathy (2002) who found that dispositions and personal qualities such as honesty, self-motivation, initiative, high moral standards, character, compassion, sincere caring, integrity, positive attitudes, community-mindedness, decisiveness, intelligence, dedication, trustworthiness, hard work, love of citizens, and open-mindedness could lead to striving for achievement among political officeholders. This finding also supported those of Muhlenbruck

(2001) who found that in Iowa State, commissioners were selected based on their value and respect for others and organizational fit, and that of Schmidt and Van de Water (2009) who found that New York State councilors were selected on their commitment to community goals, listening, openness, honesty, warmth, caring, sociability, and flexibility which are closely linked with dispositions to good governance.

The second hypothesis which stated that technology self-efficacy and personal growth initiative will significantly moderate the influence of attitudinal disposition to good governance on achievement striving behavior of political office holders in Southwest Nigeria was rejected in favor of the alternative hypothesis, leading to the conclusion that there were significant moderating roles of technology self-efficacy and personal growth initiative in the influence of attitudinal disposition to good governance on achievement striving behavior of political office holders in Southwest Nigeria. This finding was in line with that of Gist and Mitchell (1992) that attitudinal growth will partially be determined by an individual's belief in personal ability to master various techniques in controlling and directing people within a society. Also supported by this finding was that of Chen et.al. (2000) who found that technology self-efficacy has a powerful effect on learning because people try to learn only those behaviors that they think they will be able to perform successfully. Finally, this finding corroborated Chen *et al.* (2000) who found that technology self-efficacy is positively related to other motivational traits, conscientiousness, and achievement striving behavior.

The third hypothesis stated that there will be significant bivariate relationships between technology self-efficacy, personal growth initiative, attitudinal disposition to good governance, and achievement striving behavior of political office holders in Southwest Nigeria. The test of this hypothesis revealed significant positive interrelationships between the variables of the study except for the relationship between technology self-efficacy and attitudinal disposition to good governance which is positive but not significant. This finding agreed with Oburota (2003) who found a strong association between achievement striving behavior and good governance.

Conclusion and Recommendations

Based on these findings, it can be concluded that good governance can be easily achieved if political office holders have some form of characteristics

such as achievement striving behavior, personal growth initiative, and technological self-efficacy which serve as strong desires for political office holders to achieve and complete a sizeable task or goals within a stipulated period or tenure in office. These characteristics should be emphasized by political parties for members seeking political offices.

At the same time, before any individual could be considered for holding political office positions, he/she must possess some attitudinal disposition to good governance such as honesty, self-motivation, initiative, high moral standards, character, compassion, sincere caring, integrity, positive attitudes, community-minded, decisiveness, intelligence, dedication, trustworthiness, diligence, love for citizens, and open-mindedness. Psychological tests should be deployed to determine the extent of these traits in political aspirants and must be made to acquire the skills and believe in their individual ability to successfully perform technologically sophisticated tasks. They must have an active personal growth initiative in changing and developing society.

Lastly, political office holders in Nigeria must imbibe the culture of leadership by example anchored on selfless service to the people with total commitment and sacrifice. They should not use political offices for self-enrichment.

Contribution and Implication of the Study

The outcome of this study has shown that there was a significant relationship among technology self-efficacy, personal growth initiative, attitudinal disposition to good governance, and achievement striving behavior of political office holders in the southwest, Nigeria. Also, technological self-efficacy significantly moderated the personal growth initiative and attitudinal disposition to good governance among political office holders in Nigeria. This implies that appropriate authorities serving as an umpire during the electioneering process should watch out for all the aforementioned variables as part of the criteria to be considered for the effective performance of public and political office holders in Nigeria. This study has, therefore, contributed to knowledge particularly in the area of organizational psychology and serves as literature on the combination of the researched variables in promoting good governance in Nigeria.

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Table 2

Model Summary of Total Effect of Attitudinal Disposition to Good Governance on Achievement Striving Behaviour

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change statistics				
					R Square Change	F Change	df 1	df 2	Sig. F change
1	.94	.88	.88	2.32	.88	423.93	1	58	.00

Table 3

Model Summary and Stepwise Regression Analysis for Moderating Roles of Technology Self-Efficacy and Personal Growth Initiative on the Relationship Between Attitudinal Disposition to Good Governance and Achievement Striving Behaviour

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change statistics				
					R Square Change	F Change	df 1	df 2	Sig. F change
1	.94	.88	.88	2.32	.88	423.93	1	58	.00
2	a	.91	.90	2.07	.03	3	1	57	.00
3	b	.91	.91	2.04	.03	16.04	1	56	.00
	c	.95				12.96			

Table 4

Correlation Matrix for the Bivariate Relationships between Technology Self-Efficacy, Personal Growth Initiative, Attitudinal Disposition to Good Governance, and Achievement Striving Behaviour

	Technology Self- Efficacy	Personal Growth Initiative	Attitudinal Disposition	Achievement Striving Behaviour
Technology Self-Efficacy	1.00	.22*	.042	.36*
Personal Growth Initiative		1.00	.28*	.32*
Attitudinal Disposition			1.00	.25*
Achievement Striving Behaviour				1.00

*Correlation is significant at 0.05 level (2-tailed)