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Electricity Generation Management as a Correlate of Academic Staff Productivity in Public Universities in Lagos State, Nigeria

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Abstract **Original Research Article**

This study examined electricity generation management as a correlate of academic staff productivity in Lagos State public Universities, Nigeria. The erratic electricity supply in the universities remains a critical challenge to academic staff productivity. The study anchored on System Theory. Three research questions were raised, and three null hypotheses were tested at a 0.05 level of significance. The study adopted a correlational design and the targeted population of the study comprised 3,126 academic staff in public universities in Lagos State including Lagos State University (LASU), Lagos State University of Education (LASUED), Lagos State University of Science and Technology (LASUSTECH); and University of Lagos (UNILAG). A Taro Yamane sample of size of 355 academic staff were selected through simple random sampling techniques. Two research instruments titled 'Electricity Generation Management Questionnaire' (EGMQ) and 'Academic Staff Productivity Questionnaire' (ASPQ) were used for data collection. Content validity of the instruments was ensured by test experts and reliability consistency of the instruments was at 0.72 and 0.73 using Cronbach's alpha. The Kendall's tau-b correlation was used to analyse data collected via Statistical Package for Social Science (SPSS) version 26.0. The findings of the hypotheses 1, 2 and 3 showed that: a significant relationship existed between organising power plant operation and academic staff productivity in public universities in Lagos State, Nigeria ($\tau b = .541$; N=355; $p<0.05$); a significant relationship existed between renewable energy integration and academic staff productivity in public universities in Lagos State, Nigeria ($\tau b = .577$; N=355; $p<0.05$); and a significant relationship existed between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria ($\tau b = .602$; N=355; $p<0.05$). The study concluded that integration of renewable energy and organising power plant operation into university system enhances academic staff productivity. Therefore, it is recommended amongst other that university management should provide adequate funding to generate stable electricity supply toward improving academic staff productivity in Lagos State public universities.

Keywords: Academic Staff Productivity, Electricity Generation, Power Plant, and Renewable Energy.

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Introduction

However, electricity is still the backbone of modern institutions and sustains not only operational but also development and performance in general. Recently, in developing nations like Nigeria, with an overall average of less than 4,000 megawatts in power generation in spite of having more than 230 million people, electricity is not only a challenge but is much more than an inconvenience and is essential in any developing nation like Nigeria or other countries in Africa in particular and across the globe in general. The impact of power outage in public universities in Lagos State is not only an inconvenience but negatively affects e-learning systems in those institutions and results in up to 82% reduction in completion rates among architecture students at Lagos State University, as empirically ascertained by Lagos State University (LSU), being a pointer in this case for other institutions in general. Also, performance is negatively affected in that it results in up to 78% reduction in overall grades for affected architecture students in spite of being essential in this life and associated psychological trauma in spite of being essential in life in general and incurs 70% psychological trauma in spite of being essential in this life as it for universities, This means stalled research, compromised e-learning-essential post-COVID-and ineffective administration, eventually leading to the erosion of institutional rankings and graduate employability in the knowledge economy. The university is meant to be an ivory tower and citadel of learning where teaching, research, and community service can be realized through mentorship programmes (Shittu, Ola & Adepoju, 2023).

Nevertheless, it is worth noting that public institutions, being knowledge hubs and human capital development centers, are more susceptible to such changes. In the case of Lagos State, which is the most populated and economically buoyant part of the country, with almost 27 million people, state universities such as UNILAG, LASU, LASUED, and LASUSTECH are good examples that reflect such a contradiction. These organizations are charged with moving societal development but are instead challenged by unstable power. This research examines the relationship between managing electricity and organizational performance within such environments, where "darkness" is seen as such a danger to productivity and security within academia, while making proposals for specific solutions to shed light on ways ahead. In Lagos State public universitites, issues in electricity supply such as overdependence on the inefficient Nigerian national power grid, generators' undercapacity, an increase in fuel prices, and improper maintenance have been widely documented (Adegboye & Obasa, 2021). Such systemic dysfunctions hinder uninterrupted operations in teaching activities, extend research timelines, and hinder access to online learning materials. Nonetheless, it has been contended that better electricity management through holistic hybrid power solutions, alternate energy investments, and systematic facility upkeep can help stabilize such systems and improve the productivity of academic staff (Owolabi, 2020). A stable electricity source ensures uninterrupted activities in all units to improve the ability of the university to perform its academic duty.

Additionally, it appears that the management of electricity generation can be considered as the optimization and control of the processes relating to the generation of electrical power. Essentially, the idea involves the integration of generation methods such as fossil fuels, nuclear, and renewable sources with more refined technologies such as Energy Management Systems (EMS), aimed at overcoming the challenges within the generation sector. From 2017 to present, the focus of literature on this subject is the move to more decentralized systems, including the concept of microgrids and distributed generation. This takes into account the generation of electricity closer to the point of consumption as a means of improving efficiency and the vulnerability associated with the failure of the existing network. Environmental aspects have been incorporated, including the management strategies covering the decarbonization of the systems through the design of hybrid systems incorporating storage solutions, consequently, this will reduce greenhouse gas emissions while facilitating sustainable development. Moreover, it is important to note that

the productivity of lecturers working in public higher institutions of learning constitutes an important subject that has generated interest for the Lagos State government (Shittu, Yekinni & Ayoola, 2023). The subject involves publication, innovation, administrative effectiveness, and the well-being of students. The electricity generation management methodology develops as an interdisciplinary remedy for energy crises, using economic models for investments in renewable energy sources while using inertia control for low-carbon electricity.

Statement of the Problem

Productivity of academic staff within the public universities of Lagos State is steadily declining because of the inefficiency of electricity supply. Despite the criticality of constant electricity supply to teaching, research, lab work, ICT utilization, and administrative functions, academic institutions within Lagos State are being run under suboptimal conditions that are characterized by unpredictability of the daily schedule of the main grid and/or lack of an effective backup supply system and insufficient backup generators' fuel levels. Lecturers' lack of access to constant electric power is compromising their capabilities of delivering lectures, accessing online e-learning platforms, executing research that requires constant electric power, and completing time-bound academic tasks. This chronic power instability significantly reduces the number of productive working hours available to academic staff and undermines the overall quality of university output. While public universities have invested heavily in diesel generators, inverter systems, and outsourced power solutions, these are still mostly reactive and inefficient due to poor electricity generation planning, inadequate maintenance of existing systems, weak energy management policies, and high operational costs. Without a coherent framework for managing electricity generation in universities, these institutions suffer from prolonged periods of downtime, irregular power distribution among the departments, as well as more unaffordable energy spending. As a result, the academic staff are faced with delays in research work productivity, interruptions in teaching activities, as well as decreased staff morale. This all adds up to decrease institutional performance. The public universities in the state of Lagos are consequently in urgent need of innovative and sustainably managed electricity generation options such as micro-grids and energy-efficient strategies. However, empirical evidence about how electricity generation management can directly improve academic staff productivity in such a context has been limited in focus up till now. Thereby creating a compelling reason to sit down and assess how effective electricity generation management can form a efficacious antidote for addressing academic staff productivity in Lagos State Public Universities.

Objective of the Study

The objective of this study was to:

1. **Examine the** relationship between organising power plant operation and academic staff productivity in public universities in Lagos State, Nigeria.
2. **Assess the** existence of a relationship between renewable energy integration and academic staff productivity in public universities in Lagos State, Nigeria.
3. **Identify the** relationship between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria.

Research Hypotheses

The following null hypotheses were raised:

H_{o1}: There is no significant relationship between organising power plant operation and academic staff productivity in public universities in Lagos State, Nigeria.

H_{o2}: There is no significant relationship between renewable energy integration and academic staff productivity in public universities in Lagos State, Nigeria.

H_{o3}: There is no significant relationship between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria.

Literature Review

This research will be based on the principles of System Theory, which asserts that in an organization, all subsystems must work together in perfect harmony for that organization to attain optimal performance (Bertalanffy, 1968). For instance, in an organization, when one subsystem does not perform well, the entire organization will be in chaos in matters pertaining to the output that has been generated. With regard to public universities, one important subsystem that affects the efficiency of the entire organizational setup in the aspect that relates to academics, administration, and research is the efficiency of the subsystem that deals with the provision of electricity.

However, the Nigerian power sector, under the reform act of 2005 as the Electric Power Sector Reform Act, promised privatization and efficiency but instead experienced continuous failures. The Lagos State government relies on the national grid through the Eko and the Ikeja Electricity Distribution Companies to provide only a small percentage of its needs due to high daily power failures of an average of 28 hours and sometimes above three hours. The public universities in the state are highly vulnerable because of the old infrastructure in place, high power usage in the laboratory, hostel, and administrative buildings, and the lack of adequate backup systems in place. An assessment of the south-western universities in Nigeria, including the Lagos universities, indicated an average of 85% of the total end-users suffering from weekly power failures because of the instability of the grid, vandalism and under capacity generation. These “dark periods”, apart from raising the cost of doing business that the universities are spending millionshas triple the rate of power from the grid also contribute to environmental pollution due to the use of fossils.

Electricty supply in the Nigerian public universities plays the role of a critical structural input necessary for the support of the productivity of the academics. This is because electricity enables the lecturer to develop learning materials, operate the digital libraries, the ICT, the online learning platforms, and the research and laboratory process. Therefore, through the proper management of electricity generation, the university operates and creates the necessary environment for the academics to operate and function without stress. Following System Theory, effective and efficient running of the electricity subsystem within a university systematically ensures stability in the academic process, minimizes disruptions in operations, and maximizes academic productivity within a university system as a whole. This is contradicted by a scenario where there is inefficiency in supplying electricity within a university, resulting in inefficiency within other subsystems within a university. Lecturers are affected by disruptions in conducting lectures, difficulties encountered in accessing research databases, loss caused by electronically stored data, and delays in undertaking administrative duties. Empirical studies in Nigerian higher institutions shown that a situation of unstable power supply influences a reduction in morale, productivity in research, usage of ICT facilities, and the overall performance of the institution (Ogunyemi & Adebayo, 2020). The management of electricity power supply, therefore, becomes essential in maintaining the equilibrium of the university system.

Besides, productivity of academic staff is central to accomplishing core missions of higher education teaching, research, and community service. Generally, academic staff productivity in university systems context is defined as the degree to which lecturers contribute to the achievement of the organization's goals, which could be measured from goals set for individuals or groups and the degree at which the organization's goals have been achieved (Shittu, Abraham & Adebayo, 2023). Productivity reflects lecturers' competence in effective delivery of lectures, supervision of students' research, publication of scholarly works, attending academic meetings, and involvement in institutional development activities. It has been widely demonstrated that workers’ productivity is greatly affected by institution-based resources such as electricity, ICT infrastructure, and administrative systems (Eze & Okoli, 2022). Analyzing this in terms of System Theory, electricity is considered infrastructural input essential for the efficient operation of such factors and, as such, determines the level of quality of professional work delivered by

lecturers. Productivity is essentially optimizing the input and output of work toward accomplishing organisational objectives. Productivity of the academic staff can be defined as the value of the beneficial outcomes that have been derived from the activities of the university lecturers to achieve educational objectives within the university system. The paper sets out to investigate the possible positive impacts that well-organised energy systems, the integration of renewable energy, and the management of electricity can have as the antidote that can counter the productivity challenges facing the academic staff. The paper will be anchored on system theory because it tries to identify the relationship that exists between electricity generation and the productivity of the academic staff within the university system.

Methodology

The research study employed a correlational research design, which is suited for establishing a relationship between electricity generation management and academic staff productivity within the public universities of Lagos State. The population of the research study comprised 3,126 academic staff members of four different public universities in Lagos State: Lagos State University (LASU), Lagos State University of Education (LASUED), Lagos State University of Science and Technology (LASUSTECH), and University of Lagos (UNILAG). Using the Taro Yamane formula, a sample size of 355 academic staff members was employed through a simple random sampling technique to equally represent staff members of different faculties and departments. Two research questions were formed, and two null hypotheses were employed to test significance at 0.05 significance levels. Two research instruments were employed for data collection: the Electricity Generation Management Questionnaire (EGMQ) and the Academic Staff Productivity Questionnaire (ASPQ). The questionnaires consisted of two parts: Sections A and B. In Section A, details of the respondents' demographics were collected. Section B consisted of structured research questions. The structured questions for all the instruments were measured using a four-point Likert scaled response model consisting of: Strongly Agree (SA), Agree (A), Strongly Disagree (SD), and Disagree (D). The validity of all questionnaires was ensured by peer review by experts in educational measurement and management. The study also used Cronbach's alpha to check its reliability. The alpha values for instruments were 0.72 for EGMQ and 0.73 for ASPQ. This shows a good level of internal consistency. Data from the respondents were analyzed using the Kendall's tau-b correlation coefficient through the Statistical Package for the Social Sciences, version 26.0. This statistical tool was appropriate because it determined the strength and direction of the relationships between the variables in the study.

Testing of Hypotheses

Hypothesis One

There is no significant relationship between organising power plant operation and academic staff productivity in public universities in Lagos State, Nigeria.

Table 1: Pearson's correlation analysis between organising power plant operation and academic staff productivity in public universities in Lagos State, Nigeria

Variables		Organising Power Plant Operation	Academic Staff Productivity
Organising Power Plant Operation	Pearson Correlation	1	.541**
	Sig. (2-tailed)		.001
	N	355	345
Academic Staff Productivity	Pearson Correlation	.541**	1
	Sig. (2-tailed)	.001	
	N	355	355

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

From Table 1, it was observed that there was a positive significant link between the process of organising the operation of the power plant and the productivity of the academic staff in the public universities in Lagos State, Nigeria ($\tau b = .541$; $N = 355$; $p < 0.05$). This, therefore, led to the rejection of the null hypothesis, which stated that there was no significant relationship between the process of organising the operation of the power plant and the productivity of the academic staff in the public universities in Lagos State, Nigeria. This means that there is a strong relationship between effective planning and operation of power plants in improving productivity among academic staff in public universities in Lagos State, Nigeria. This finding agrees with Owolabi (2020), who documented that an effective way to ensure that university power plants' planning, operations, and maintenance result in minimal disruptions of electricity supply is for the lecturers to carry out their teaching duties, conduct research, and put in administrative performances. In case power plants are managed accordingly, they will provide a conducive atmosphere for effective performance with minimal delay in academics and administrative activities.

Hypothesis Two

There is no significant existence of a relationship between renewable energy integration and academic staff productivity in public universities in Lagos State, Nigeria.

Table 2: Pearson's correlation analysis between renewable energy integration and academic staff productivity in public universities in Lagos State, Nigeria

Variables		Renewable Energy Integration	Academic Staff Productivity
Renewable Energy Integration	Pearson Correlation	1	.577**
	Sig. (2-tailed)		.001
	N	355	355
Academic Staff Productivity	Pearson Correlation	.577**	1
	Sig. (2-tailed)	.001	
	N	355	355

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

Results from table 2 show a positive significant relationship between the integration of renewable energy and the productivity of academic staff in the public universities in Lagos State, Nigeria ($\tau b = 0.577$; $N = 355$; $p < 0.05$). Hence, the null hypothesis that there is no significant relationship between renewable energy integration and the productivity of academic staff in the public universities in Lagos State, Nigeria is rejected. It can be concluded that a significant relationship exists between renewable energy integration and the productivity of academic staff in the public universities in Lagos State, Nigeria. Findings and Observations:

The research acquires regarding this hypothesis is consistent with Orji and Nwokoro (2022), which reported that renewable energies such as solar and hybrid systems introduced and integrated into university power supply systems improve power reliability and allow lecturers to undertake their teaching, research, and administrative duties more efficiently. The stability created by renewable energies has positive impacts on continuous staff performance.

Hypothesis Three

There is no significant relationship between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria.

Table 3: Pearson's correlation analysis between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria

Variables		Electricity Generation Management	Academic Staff Productivity
Electricity Generation Management	Pearson Correlation	1	.602**
	Sig. (2-tailed)		.001
	N	355	355
Academic Staff Productivity	Pearson Correlation	.602**	1
	Sig. (2-tailed)	.001	
	N	355	355

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

The result in table three showed a positive significant correlation between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria (r= .602; N=355; p<0.05). The result therefore showed that the null hypothesis: "there is no significant relationship between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria" is rejected. The implication therefore of rejecting and accepting the null and alternative hypotheses respectively is that there is a significant relationship between electricity generation management and academic staff productivity in public universities in Lagos State, Nigeria. This is supported by the work of Adegboye and Obasa (2021), who indicated that proper management of electricity that involves the power grid, generators, and alternative energy ensures a stable power supply and increases the teaching effectiveness of lecturers. Proper management of electricity enables the university systems to be strengthened through the tenets of System Theory by sustaining the integrity of all interlocking university systems.

Conclusion

The conclusion reached was that the effective management of electricity generation, including the incorporation of renewable forms of energy as well as the administration of power plants, plays a significant role in increasing the efficiency of the academic staff within public universities within Lagos State, Nigeria. The results obtained indicated that a stable source of electricity plays a significant role as a factor within the supportive infrastructure that facilitates efficient performance by the lecturer staff in their teaching, research, and administrative roles. In addition, the research emphasizes that the use of renewable energy resources like solar energy and hybrid energy complements the electric infrastructure of the university by reducing the impact of an irregular supply of electricity from the national grid and the operational costs of the diesel-powered generators. An optimally run electric infrastructure is important because it reinforces the university as a system by ensuring it's all subsystems act smoothly together. In other words, this study affirms that electricity generation management is not just a technological or infrastructural concern but a strategic enabler of academic excellence. It would therefore follow that universities investing in sustainable, well-organized, and reliable energy solutions are more likely to enhance lecturer performance, improve research output, and raise the quality of student outcomes. In this respect, a regular and controlled power supply becomes an imperative antidote to challenges affecting the productivity of academic staff in Lagos State public universities.

Recommendations

Based on the findings, the following recommendations were made:

1. The university administration should prioritise investing in well-organised power plants and backup systems to ensure a constant supply of electricity. Sufficient funds should be allocated to maintaining and upgrading the available facilities to avoid regular power outages that disrupt university business.
2. The public universities should invest in renewable energy sources such as solar energy, hybrid energy, and other sustainable energy sources. The incorporation of renewable energy sources into the electricity supply chain will reduce dependence on the national electricity grid, minimize power outage issues, and reduce expenditure related to diesel-powered generators.
3. Universities should implement comprehensive electricity management practices like monitoring electricity consumption, organising electricity maintenance activities and optimising electricity department allocation. This will provide support for all university operations to function efficiently to enhance lecturers' productivity.
4. Training personnel on optimal electricity production and generation as well as alternative sources of electricity is also important. The last thing a university wants after spending a lot of money on technology is a breakdown of electricity in its systems.
5. The university management and the government should develop policies that will facilitate sustainable electricity production, promote the use of renewable energy sources, and support projects related to energy. Such an environment will enable lecturers to carry out their duties without any disruption due to power outages.
6. There is a need for continuous assessment of the electricity generation systems with respect to staff productivity. Mechanisms for feedback should be instituted in order to identify the challenges, optimize the use of energy, and make informed decisions that enhance productivity. Therefore, it is recommended, among other recommendations, that the management of the universities should ensure adequate funding to promote the stable supply of electricity as a way of improving the productivity of the academics in the Lagos State public universities. This is because adequate funding of the power infrastructure will ensure reduced power interruptions and hence increased productivity among the academics.

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