

## “Globalization and Collective Bargaining In Nigeria” Vol. 4, No 11, 2012

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### **Introduction**

This review basically was script, review and to critic the article ‘Globalization and Collective Bargaining in Nigeria’, which was gotten from the European Journal of Business and Management. The steps in which the article will be reviewed as follows: summary of the article, looked at a brief analysis of the structure of the article, examine the information, setting and how effectual it is to the reader. Also, reviewed key points (Labor, Globalization, Collective Bargaining and Industrial Action. This article shows the extent of how globalization had aided or hindered collective bargaining in Nigeria and the setbacks it creates and not the positive influence. Another hand, to evaluate the literature review to check source and reliability of the information used for the article. Other aspect of the review will be done on the authority of the article, to assert the authenticity of the document, the currency, objectivity, accuracy, relevance and importance of the article will be critic and reviewed. The content of the article spoke to the title of the article, spoke to three core contents that defined and explained the effect of globalization to collection bargaining in Nigeria.

### **Article summary**

The Article was aimed at arguing out how globalization was not completely wrong or harmful, but the operational in Nigeria creates setbacks that overshadows the positive influence of collective bargaining. The motivation for this paper was identified as globalization being marked as worldwide phenomenon, which affect lives of human endeavor, which Nigeria situation has the worst stated situation. Content analysis was addressed through relevant documents that showed how Nigeria Government subscribed to different provisions of International Labor Organization but implementation process failed. History of Globalization was given extensively with dates and the roles some multinational and Trans- national corporations, may play as stated in the article ‘Globalization dates from ancient times of 15th century but wholly missing in existing literature. An philosophy which was powerful and manifested at the dated time in colonialism, decolonization, modernization and global governance, whose central feature was captured in the doctrines of political and market forces (Acemoglu et al 2002; Diamond 1999)’. It was noted, that multinational institutions served as pillars of the economic layer, where principal architects aided and structured adjustment programs affected industrial relations environs in different countries. The importance of the collective bargaining can be easily established at the workplace and it society.

This study was aimed at filling gaps examined on globalization and collective bargaining nexus across different but also interrelated issues, such as knowledge negotiation theories and bargaining process.

The opportunities and challenges in the Nigerian Collective Bargaining environment was well articulated by the authors, quoting references to back up his claims. For instance, ‘Scholars have acknowledged the relevance of institutional thesis in their discourse of globalization and development (Rodrik et al 2004; Mallaby 2004). The article emphasized on opportunities and challenges in Nigerian collective Bargaining Environment of human rights, unionism, assumption of government and geography and integration theses.

### **Review of literature**

The article was well written with quotes and references from books and different write ups in line with the title of the article, and lot of literature review was conducted. The introduction

was related with the history of globalization with traces to the 15th century, which capture quote from Acemoglu et al 2002; Diamond 1999), 'The Colonial Origins of Comparative Development: An Empirical Investigation, American Economic Review, 91: 1369 – 1401'. More information on the extent of how globalization affected industrial relations, western modernization and technological advances, well defined quote from (Slaughter 2004; Hall and Jones 1998; Landes 1998).

### **Article structure**

The article was introduced with an abstract with strong emphases on effect on globalization on human endeavor. Questions raised from Nigeria situation served as the motivation in writing this article. In depth information about the history was mentioned, the article had plenty paragraphs and quite lengthy, use of long sentences. This could lead to disjointed information for the reader or too much information for a lay person. The article comprises of four headings and the conclusion. The methodology of the article used by the author was narrative, stating instances of theories references to other work and studies done; linking them to real situation, which had references. The article is rich in content, simple lay-out use of English. Also, great link between all the headings from the abstract to the introduction, Globalization and Collective Bargaining Nexus and how Opportunities and Challenges in the Nigeria Collective Bargaining Environment. All headings were well referenced with quotes to back all information cited in the article. No findings or research was conducted by the author but references to other articles in support on the article. The author could have done a bit of research to add to the already information of pasted articles. References quoted in the article were cited in-text, listed out clearly in the reference section. This aided the reader access to point and further study of Globalization and Collective Bargaining. The document was in PDF, linked to journal and other conference documents published by the publication house.

### **Article critique**

#### **Authority**

The journal, Globalization and Collective Bargaining in Nigeria was an article written out of arising questions from what extent of globalization hindered or aided collective bargaining in Nigeria, what ways labor could manage the situation. This was the motivation to this article. The source of the journal was from the European Journal of Business and Management site, search through Google Scholar. Articles, papers etc from this site are well and extremely reliable research record.

Article written by two PhDs, Senior Lecturers from two prestigious Universities in Nigeria (University of Lagos and University of Ibadan), illustrated that the authority of the work was creditable, reliable and veracity. This article was also peer reviewed, as the article was charitable to the hosting website, both authors are academicians working in Industrial Sociology/ Relations, Human Resources/Personnel Management department at University of Lagos and Ibadan. – Nigeria respectively. This article is described as a paper, published and supported by IISTE.

#### **Accuracy**

The facts of this journal was obtained from this paper (article), written in narrative of studies, and information from content analysis of relevant documents. The article was supported with contemporary reference list and wide-ranging sources, cited in-text to back the literature review. The article was well accurate, given the well refereed and good editorials and showed links to other expert sources. The following journal 'The Human Right to Police to organize and Bargain collectively' published by Routledge Taylor and Francis Group 2008.

### **Currency**

The article, Globalization and Collectively Bargaining in Nigeria was published 2012, references used and cited in the article were recent and contemporary. This ranged from 1998 – 2008. This showed the authentic of the work and how current the paper.

### **Relevance**

The article was found in an academic database, which indicates it an academic paper, that replicate it's extremely credible and reliable document in academic and societal setting in the world of Human Resources. The article was written due to motivation from questions arising from issues affecting human endeavors in the aspects of Globalization. Most of the issues were addressed through the use of relevant documents. This article has it relevance to students and other researchers, and the general public in search for knowledge on Globalization and Collective Bargaining in Nigeria. The article is rich in content but needs full attention in understanding most of the content.

### **Objectivity**

The information used by the author on the article was accurately developed, with support documents from other research, journals, and papers in this field with good indication recognized and referenced. The information in the article are facts that have showed and information were well researched due to in-text citing backed with references and extensive work done by the authors. This article analyses the effect of globalization to collective bargaining, the opportunities and challenges in the Nigeria Collective Bargaining Environment. The headings explained by the authors give more insight into the issues of Globalization in Collective Bargaining.

### **Stability**

The sources of this article was from an academic and research journal, with recent data and in-text cited that represent stability of the resources used.

### **Recent advances related to the topic**

This article, “Improving Working Conditions through Collective Bargaining”, recent article written in a daily newspaper in Nigeria about strengthening collective Bargaining machinery and how some countries have decentralize collective bargaining which have taken tolls on wages. Below is the link of the article for more information. <http://www.thisdaylive.com/articles/improving-working-conditionsthrough-collective-bargaining/177853/>.

### **Conclusion**

This article has in- depth study of relevant document on Globalization and Collective Bargaining in Nigeria. The write up was well written, critically and analytically summarized by Okafor and Akinwale. The body of the article (structure, content, reviews and in-text cited references) were assessable, analyzed and informative

### **Sample of article**

- [1.] Roy J. Adams; Police Practice and Research; May 2008; The Human Right of Police to organize and
- [2.] Bargain Collectively. Volume 9, No. 2. Sourced from
- [3.] <http://www.tandfonline.com/doi/abs/10.1080/15614260802081329#preview>