EVALUATION OF THE ROLE OF MULTI-NATIONAL CORPORATIONS, MNCs, ON NIGERIAN ECONOMY

(A STUDY PZ CUSSONS NIGERIA PLC ILUPEJU, LAGOS and CABURY NIGERIA PLC IKEJA, LAGOS)

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DECLARATION

I, Folawiyo Damilola, Mariam declares that this research work has been presented to Dr. Ojo Olanipekun to the best of my knowledge. Information obtained from a variety of sources has been properly recognized in the text and reference list. This work has not been submitted to any university for the purpose of receiving a degree or certificate.

FOLAWIYO DAMILOLA MARIAM DATE.

CERTIFICATION

This is to certify that this research project titled: **“Evaluation of the role of multinational corporation on Nigerian economy”** a study PZ cussons Nigeria plc Ilupeju, Lagos and Cabury Nigeria plc Ikeja, Lagos was written by **FOLAWIYO DAMILOLA MARIAM** with matriculation Number **18020201014** under my supervision.

Dr. Ojo Olanipekun — Date

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External Examiner — Date

DEDICATION

I dedicate this work to GOD Almighty, the Author and Finisher of my faith and source of my knowledge and guidance throughout the course of this work.

ACKNOWLEGEMENT

I thank the Almighty God for making it possible for me to complete this piece of work. Special thanks for the knowledge, wisdom, courage and determination He has granted me.

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ABSTRACT

The study is centered on the evaluation of the role of multinational corporation on Nigerian economy using case study of PZ Cussons Plc and Cabury Plc. The motive of this study was guided by the objectives of: to examine the effect of Multinational Corporations on employment rate in Nigeria, to examine the relationship between the activities of Multinational Corporation and Gross Domestic Product in Nigeria ,to proffer ways Nigeria can minimize the negative impacts of Multinational corporations relative to National Income. It used questionnaires and interviews guide in support of the primary data. Both quantitative and qualitative research method were used as and descriptive research design was employed as a sample size of 400 respondents was used.

The research work concluded that multinational enterprises immensely contribute to employment generation, income generation, catalyzing development in the country at large, more focus should be on the performance of multinationals also because of the economic gains it brings.

The study recommended that government should either convince or mandate multinational firms operating in the nation to boost the share of profits they reinvest in the nation and use to fulfill their social obligations to both their host communities and the nation at large. Additionally, this will avoid any unfavorable effects of those MNCs returning their enormous profits to their home nations.

KEYWORDS: Corporation, Multinational Corporation, Economy

CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND TO THE STUDY

Multinational Corporations, or MNCs for short, have a lengthy history and have shaped the economies of the countries in which they do business. They have an effect on "third countries" and "host countries" (where they expand their business operations) (to which the contribution spread). The headquarters of a typical multinational firm are often located in one nation, while other branches are situated in different nations. A multinational corporation may also be referred to as a transnational corporation or a multinational firm (Tatum, 2010)

MNCs are multinational corporations with a variety of business characteristics, including capital as well as products, services, marketing strategies, trade names, expertise, technology, and management, which is of utmost importance. They are susceptible to variations in foreign currency rates, tariffs, levies, and trade restrictions. The more prosperous ones have established production facilities where labor is inexpensive and secure reasonably priced delivery services to their markets (Otokiti, 2012). Multinational firms can promote economic activity in underdeveloped nations and offer a chance to enhance living conditions, economic development, and regional and global commons (Litvin, 2002).

The Dutch East India Enterprise was the first stock-issuing company and international organization in history (Mondo,Visione, 2008). It was also possibly the first giant company in history, with quasi-governmental capabilities such as those to start colonies, negotiate treaties, fight war, and coin money (Ames, Glenn 2008). The origins in imperialist and colonialism-era policies have shaped the history of multinational enterprises in developing nations. They are recreating themselves in a variety of ways that challenge the presumptions of both detractors and supporters (Stopford, 1998).

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MNCs have particular traits that influence their perspectives and decisions. Based on a typology for foreign direct investment (FDI) that builds on a Dunning and Lundan framework, one of these distinctive traits is based on FDI (2008). According to this paradigm, MNCs are attracted to a location with a specific objective in mind, such as accessing domestic markets, looking for ways to increase production efficiency, harnessing natural resources, or buying strategic assets. The fundamental differential between MNCs from developing and developed countries, according to Dunning's eclectic paradigm theory from 1995, may be found in the benefits of ownership that are specific to MNCs from poor countries. There is a claim that MNCs from developing nations have ownership advantages due to their cheaper production costs, lower wages, and lower pricing, which can only be taken advantage of in other developing nations with a similar or worse economic condition (Lall, 1983b; Wells, 1983a).

Foreign direct investment contributes to economic growth through technology transfer with the multinational firms transporting technology either directly to their foreign owned enterprises or indirectly to domestically owned and controlled firms in the host country UNCTAD (2000).Many African (Nigeria inclusive) countries still do not allow free entry of multinational firms and often express preferences with regard to the type of FDI; however, there is little in the literature that helps to understand such policies, other than the standard argument that certain industries are able to secure greater protection for themselves than others, possibly it may also be the case of positive spill over to the local economy which are perceived to be higher under certain types of FDI than others (Saggi, 2002). Despite all this Saggi maintained that, when measured by a broad yardstick, overall government policy has become more liberal across the world, with intense competition for strategic trade and FDI from developed and ‘emerging nations.

MNCs contribute to Africa's underdevelopment through globalization, which rich countries have pushed ahead, because of the deeply ingrained inequality in the structure (Axford, 2013.Dicken, 2015.Korten,2015). With the World Trade Organization (WTO) as its crown, globalization gives MNCs tremendous influence (Stiglitz,2013). Other organizations that made the exploitation of Africa more concrete include the Multilateral Investment Guarantee Agency (MIGA), Trade-Related Aspects of Intellectual Property Rights (TRIPs), and technology (Amin,2003; Bayne and Woolcock; Nwoke,2013; Onimode 2004). African nations' bargaining strength has been eroded during trade negotiations by developed governments' diplomatic skill, economic dominance, and sociocultural upper hand in collaboration with their MNCs; this has been determined to be detrimental to the continent's economic progress (Soobramanien, 2011). Countries like Nigeria, the Democratic

Republic of the Congo (DRC), Gabon, Angola, Niger, South Africa, Zimbabwe, and Botswana are rife with examples of this (Burguis,2015).

Before its independence, and up until this point, Nigeria has welcomed MNCs as a developing nation. With Nigeria struggling to develop socioeconomically as a nation, the number and operations of these MNCs have increased throughout time (Onudogo 2013). Powerful conglomerates known as multinational businesses emerged in Nigeria following the prohibition of the slave trade (Aworom 2013). Multinational corporations in Nigeria have a long history dating back to the colonial era, but it wasn't until the middle of the 20th century that they really began to draw notice (Ajayi and Omolekan 2013). In the 1930s, the British government founded the United African Company, which at the time was a division of the Royal Niger Company and was engaged in the extraction of raw mineral resources (such as ore and coal), exporting the raw mineral, and the merchandising of general commodities. The logical choice for the European nations seeking a market for their excess goods as well as a source of cheap labor and raw materials was Africa, particularly Nigeria. After her independence, they dominated the Nigerian economy. In a globalized international society, economic liberalism and the free market system greatly promote the operations of multinational enterprises.

Multinational companies like PZ Cussons, Coca-Cola, Unilever, Cabury, and others now dominate Nigeria's economic landscape. Multinational firms flooded the nation after oil was discovered in the Niger Delta in the 1950s. The Royal Dutch Company (Shell) was in charge of this. It is impossible to say that the entry of these affluent foreign corporations has not been beneficial for the nation as thousands of young people now have work thanks to the multinational enterprises (Ajayi and Omolekan, 2013). Because of the money they make in Nigeria, these companies are extremely wealthy overall. In 2008 Review of World Development, the United Nations Development Programme (UNDP) ranked Nigeria 157 out of 177 in Human Capital Development Index, Nigeria was also among the ‘’Least Livable’’ nations (Dike, 2012). Most of these corporations have been fingered on several occasions playing active roles in the under development of Nigeria.

1.2 STATEMENT OF RESEARCH PROBLEM

Multinational companies play a vital role in the economy of a country in our modern world. These corporations promote the growth of trade due to the bulk investment of foreign capital in a country. Multinationals corporations provide an inflow of capital into the developing country. This capital investment helps the economy develop and increase its productive capacity. In spite of all this, most economists believe that the MNCs are exploitative as natural resources found in developing countries such as Nigeria meant for its developmental goals are not productively utilized due to de-capitalization of the economy in form of profit repatriation, Osuagwu and Onyebuchi(2013). Hence, they are often accused of destructive activities such as damaging of the environment, complicity in human rights abuses, and involvement in corruption and stifling of infant industries autonomy. Whether these accusations are fair or not, many MNCs are now attempting to manage these complex set of issues in the host countries by implementing corporate social responsibility (CSR) strategies because such issues may risk the success of their operations. (Bulus and Ango,2012).

According to Arghiri (1972), underdeveloped countries are exploited through the process of unequal exchange. In the realm of international trade, when the former sell their commodities below value and at the same time buy commodities from the developed countries above the value; this provides a veritable means of under development. In spite of the Nigerian Indigenization programme in the 1970's, the activities of the multinationals in Nigeria have sustained and intensified the contradictions of underdevelopment in many ways (Akor, 2001). This view prompted the response of Onimode (1982) who regard MNCs as monsters that have consistently and systematically stultified economic development in various parts of the world and to conclude that there is more myth than reality in the developmental activities of the MNCs in Nigeria.

The objective of MNCs is maximization of profit at the lowest possible cost. Actually, it is this feature that gave rise to MNCs so the idea of investing in foreign land is not to better the lot of the host nation but to exploit as much as is possible in order to develop the home country (Ozoigbo and Chukuezi, 2011). However, the motive behind this investigation is to understand and evaluate the argument about the role of multinational corporations towards economic growth in Nigeria.

1.3 OBJECTIVES OF THE STUDY

The general objective of this study is to evaluate the role of multinational corporations in Nigeria using Cabury Plc and PZ Cussons Plc as case studies. The specific objectives of this research include:

i. To examine the effect of Multinational Corporations on employment rate in Nigeria
ii. To examine the relationship between the activities of Multinational Corporation and Gross Domestic Product in Nigeria.
iii. To proffer ways Nigeria can minimize the negative impacts of Multinational corporations relative to National Income.

1.4 RESEARCH QUESTIONS

The research questions will be directed specifically to address the following issues;

i. What relevance does multinational corporation have on the employment rate in Nigeria?
ii. To what extent does the activities of Multinational Corporation influence Gross Domestic Product in Nigeria?
iii. How can Nigeria minimize the negative impacts of MNCs relative to national income in Nigeria?

1.5 RESEARCH HYPOTHESES

The research work will be guided by the following null hypothesis:

H_{01}: The existence of Multinational Corporation in Nigeria has no significant effect on the employment rate in Nigeria.

H_{02}: There is no significant relationship between the activities of Multinational and Gross Domestic Product in Nigeria.

H_{03}: Minimizing the negative impacts of MNCs does not have any direct effect on national income in Nigeria.

1.6 SIGNIFICANCE OF STUDY

The findings from this research will add to the body of knowledge and theories on the subject matter of multinational corporations and its impacts on the Nigerian economy. This study will enlighten the general public and government on the pros and cons of multinational corporation. It will also shed light on how to control the Nigerian Economy towards its development. This research will also serve as a reference material for researchers and general public. This research will also enlighten the policy makers, economic planners and government on how multinational corporations are financed, used and level to which they transfer their technological skills to their host countries.

1.7 SCOPE OF THE STUDY

This research project is focused on the role played by diverse multi-national corporations in the development of Nigerian Economy nevertheless this study shall be carried out within the Nigeria public limited company sector predominantly PZ Cusson Plc and Cabury Nigerian Plc, Lagos .

1.8 LIMITATIONS OF THE STUDY:

The possible limitations of the study are:

1. Access: This is due to the fact that there is a restriction to the access of document from some firms.

2. Financial Constraint: The cost of a thorough research cannot be afforded by a student. There would be a limitation to data gotten online, libraries, and travelling to some particular areas where my data would be obtained.

3. Time constraint- Due to the limited amount of time for this study it would be quite difficult to examine a huge amount of sample.

4. Retrieval of Questionnaires: Here the limits are the fact that the questionnaires may not be sincerely answered and also, answers might not be given at the required time.

1.9 OPERATIONAL DEFINITION OF TERMS

- **CORPORATION -**Corporation is a legal entity created by individuals, stockholders, or shareholders, with the purpose of operating for profit. Corporations are allowed to enter into contracts, sue and be sued, own assets, remit federal and state taxes, and borrow money from financial institutions.

- **MULTINATIONAL CORPORATION-**A multinational company (MNC) is a corporate organization that owns and controls the production of goods or services in at least one country other than its home country.

- **ECONOMY**- An economy is a group of institutions and organizations that are involved in the production and distribution of resources in a society. It is a social domain that emphasize the practices, discourses, and material expressions associated with the production, use, and management of scarce resources are allocated.

1.10 BACKGROUND HISTORY OF SELECTED CASE STUDY

PZ CUSSONS NIGERIA PLC

Consumer goods such detergents, toiletries, soaps, and home appliances are produced and distributed in Nigeria by PZ Cussons Nigeria Plc. It is a division of PZ Cussons, a Manchester-based company that holds the majority of the company's shares. PZ oversees the management of Coolworld electrical stores and trades home appliance products under the Haier Thermocool brand. To manufacture and trade vegetable oil and palm oil, it has a joint venture with Wilmar International. George Zochonis and George Paterson, the company's founders, started trading goods with the UK in 1884 in the

African nation of Sierra Leone, the birthplace of PZ Cussons .. In the 1970s, PZ expanded its manufacturing operations and started producing Elephant and Jet detergents to compete with Lever Brothers' Omo. Thermocool refrigerators were built in Nigeria in 1973, and the corporation also made investments in the production of medications. In the 1970s, the company scaled back its trading activities in order to concentrate on manufacturing. The company and the Glanbia group established a joint venture in 2003 to manufacture evaporated milk and milk powder. They run top-notch supply chain networks that allow them to reach local consumers fast and effectively with their brands. Depending on the type of market, their distribution strategies range from conventional supply chain models in mature markets to vast statewide depot networks in emerging economies.They continually adapt their methods of distribution to suit their local markets and to changing market needs. They take pride in their flexible distribution capability which is tailored specifically for the local market.

Their products include Imperial Leather Soap and Handwash, Vanilla Orchid and Rice Milk and Green Tea and Kaffir Lime. Morning Fresh Gel and Dish Washer Tablet, Venus Range Of Haircare, Bodycare, Facecare and Toiletries Products, Luksja Soaps and Shower Gel, Gourmet Shower Gel, The Charles Worthington Haircare The Sanctuary's Extensive Product Range Used in Spa, Cussons Baby Powder, Soap, Cream, Radiant Detergents, The Sahaja Basic Range, Consisting of Soaps, Lotions, Talcum Powder and Shampoos, Range Of Baby Products, Elephant Detergent Brand to include The New Elephant Gold Detergent Product, Super Robb, Nunu Milk, Skin Bliss Shower Creams, Premier Toilet Soap.Carex Handwash and Gels, The 'E' Brand Cleaning and Stain Removal Products.

CABURY NIGERIA PLC

Cadbury Nigeria Plc is a food, sweets and drink company situated in Lagos, Nigeria and traded on the Nigerian Stock Exchange Mondelez International is the primary shareholder in the busines.Bournvita, the company's flagship product, competes with brands from Nestle and GlaxoSmithKline. The marketing and production of cocoa-based beverages, confections, and food products are the two main business activities of Cadbury Nigeria Plc. With 40,000 workers and business operations in 200 countries, Cadbury Nigeria is a member company of Cadbury Schweppes Plc, a significant player in the worldwide confectionery and beverage markets. As a result of Cadbury's initial objective from the 1950s to purchase cocoa and investigate a market in Nigeria, a production plant was created in Ikeja, north of Lagos, in 1965. Since then, the business has expanded organically to become one of Nigeria's top manufacturers, with a growing reputation in the Europe, Middle East, and Africa (EMEA) Region, one of Cadbury Schweppes' five operational regional grouping. It was accepted into The Exchange in 1976. The company went public in 1976 after Cadbury Schweppes sold 20% of its ownership position in the business. The company invested in the integration of its supply chain, which led to the establishment of a sorghum conversion factory and Stanmark Industries, a cocoa processing company. Stanmark provides the raw materials for their flagship product, Bournvita, and generates revenue by exporting goods made with cocoa. 15,000 tonnes of cocoa beans were converted by the subsidiary into cocoa butter, cocoa liquor, and cocoa powder in 2006.

The two main products of the company are Tom Tom and Bournvita. The first was first made available to the public in 1960; the second did so in 1970. After establishing a production facility in 1965, the business started investing in Bournvita advertising, which aided the brand in increasing its market share. Later, Bournvita became the market leader in its own segment. In 1994, the business enhanced Bournvita with essential vitamins and minerals to better suit nutritional needs. Additionally, the business offers Original Peppermint, Malta Sweets, Trebor, and Cadbury Eclairs. In 2018, beverages accounted for 58% of the business's sales, while sweets accounted for 26%. Bubba Gum, Hall Take 5, Chocki, and Creme Rollers are also sold there.

CHAPTER TWO

LITERATURE REVIEW

2.0 INTRODUCTION

This chapter examines previous literature related to the relationship between training and development, and employee performance. It reviews the past studies that help the researcher to understand and identify the problem being studied more appropriately. And also, this chapter will contain (i) conceptual review (ii) theoretical framework and (iii) empirical studies

2.1 CONCEPTUAL CLARIFICATIONS

2.1.1 CONCEPT OF MULTINATIONAL CORPORATION

A multinational corporation or multinational enterprise is an organization that owns or controls productions of goods or services in one or more countries other than the home country.

The term "Multinational Corporation" and "International Corporation" are distinct. The latter description was used to describe a business with a strong national identity. A multinational comprises of its parent company, which is typically based in its country of origin, and its subsidiaries (subsidiaries in other countries abroad). In order to exert control, the parent firm must hold a portion of the share capital, which means that its domestic operations extend outside while its decision-making hub remains in the country of origin (Wilczynski, 1976).

Multinational corporation is a business enterprise that upholds direct investments overseas and that sustain value-added holdings in more than one country (Spero and Hart ,1999). An enterprise is not truly multinational if it only functions in overseas or as a contractor to foreign firms. A multinational firm sends abroad a package of capital, technology, managerial talent, and marketing skills to carry out production in foreign countries.

Hill (2005) defines MNCs as any business that has productive activities in two or more countries. Often referred to as “multinational enterprises,” and in some early documents of the United Nations they are called “transnational organizations,” Multinational Corporations are usually very large corporate entities that while having their base of operations in one nation the “home nations” carry out and conduct business in at least one other, but usually many nations, in what are called the “host nations.”

Multinational Corporations are usually very large entities having a global presence and reach (Kim, 2000). Multinational corporations can spur economic activities in developing countries and offer an opportunity to improve the qualities of life, economic growth, and regional and global commons (Litvin, 2002).

Dunning (2008) supports the same view and defined MNC as an enterprise that engages in foreign direct investment (FDI) and owns or, in some way, controls value added holdings in more than one country.

Hennart (2008) defines MNC in a dissimilar way by visualizing it as a privately owned institution devised to organize, through employment contracts, interdependencies between individuals located in more than one country. Multinational Corporations are economic organizations that grow from its national origins to spanning across borders (Kogut and Zander 2003).

According to Okwandu and Jaja (2001) multinational corporation is a large enterprise with operations and divisions spread over several countries but controlled by a central headquarter. Multinational corporation is an enterprise which owns at least one unit of production in a foreign country (Meier and Schier 2001). MNC generally consists of the parent company (the inhabitant of one country) and at least one affiliate (inhabitant of another country).

The international Labor Organization (ILO) defined MNC as a corporation that has its management headquarters in one country, known as the home country, and operates in numerous other countries, known as host countries. The actions outside the company's home country is connected to the parent by merger, operated as subsidiaries, or have considerable autonomy.Porter (1990) defined Multinational Company (MNC) as a company with operations in more than one country. It can also be referred to as an international corporation. Andreff (2003) defines the MNC in a more theoretical way as an enterprise whose capital is acquired in the process of international accumulation.

2.1.2 TYPES OF MULTINATIONAL CORPORATIONS

There are different models of multinational corporations. Multinational corporations typically have a central office in the home country, coordinating and managing other branches and assets.

- Multinational decentralized corporation:

A decentralized multinational corporation upholds a prominent presence in its home country. With decentralization, the corporation’s organizational structure doesn’t have management or administrative center. Decentralization allows for rapid expansion. Each new unit can operate as a separate entity within a local market.

- Global centralized corporation**:**

A chief administrative and management office, sometimes known as the head office, is part of the organizational structure of a consolidated worldwide firm. To cut expenses, the company might, for instance, outsource production to poorer nations. To make the most of accessible resources and gain a cost advantage, these enterprises may also build production facilities in these nations. A consolidated multinational business makes it easier to reach its global target audiences. Reduced distribution costs are an affiliate and subsidiary's primary benefit in target markets. Additionally, it improves accessibility for potential customers and their information.

- International company:

One of the objectives of an international company is to build on the research and development of its parent company. Effective Research and Development (RandD) allows for the creation of new products or the addition of features to existing successes. Building on existing RandD gives these global companies a competitive edge in local markets.

- Transnational enterprise:

Transnational enterprises generally have a decentralized organizational structure. These corporations do business in several countries without one location as a corporate home. Transnational enterprise structures engage in value creation in various countries while maintaining high levels of responsiveness. It is a flexible and efficient approach that is gaining popularity.

2.1.3 ENTRY STRATEGIES OF MULTINATIONAL CORPORATION

Entering another economy requires the transfer of financial resources, management skills and technology to another market. Foreign direct investment provides greatest control of production by the foreign company but requires the greatest use of resource. According to Hicks and Gullett (1981) there are several ways of gaining market entry for multinational firms, which include:

Exporting

Exporting refers to the process of marketing and distributing products to foreign countries. This action involves the partnership between the exporter, importer, transport provider and the government of the foreign country. It is an effective entry strategy for companies with limited knowledge and experience on international operations (Luo, 2002). It’s a low-cost, low-risk option compared to the other strategies (Carpenter and Dunning 2011). It is a relatively low-risk entry strategy because it involves little investment and exit is unproblematic (Gooderham, 2003). Effective exporting entails a lot of attention to ensure the process successful; example, the exporter needs to decide if and when to use different intermediaries, select an appropriate transportation method, preparing export documentation, prepare the product, arrange acceptable payment terms, and so on (Hough and Neuland, 2000).

Franchising

Franchising is the combination of a parent company and a number of small businesses. Franchisees pay fees and royalties to a parent company (franchisor) in exchange for the right to become identified with its trademark, sell its products or services, and frequently use its business format and system (Scarborough, 2012). A contract governs the relationship between the franchisor and the franchisee (Dawar and Chattopadhay, 2002). The franchise agreement specifies the terms and duration of the relationship (Meyer and Tran, 2006). Franchising is divided into three basic types of systems, each of which allows franchisees to benefit from the franchisor's identity. Being associated with a brand name is what trade-name franchising entails. Product distribution franchising entails giving the franchisee permission to use the manufacturer's brand name and trademark to sell particular products through a picky, constrained distribution network. Last but not least, comprehensive or business format franchising or pure franchising involves giving the franchisee a full business format (ibid, 2012).

Licensing

One of the simplest ways to get engaged in foreign marketing is through licensing. It entails the parent company (licenser) authorizing the licensee (business owners) to utilize intellectual property rights, such as trademarks, patents, brand names, or technology, in accordance with predetermined guidelines. In exchange for a fee or royalty, the licensor permits a foreign firm to utilize a manufacturing technique, trademark, patent, trade secret, or other intellectual property. The possibility of licensing makes the world a better place since it serves as a legal means of taking a good or service offered in one nation and delivering a nearly similar version of it in another. Under a licensing agreement, the multinational firm grants rights on its intangible property to a foreign company for a specified period of time. (Carpenter and Dunning, 2011).

Franchising is similar to licensing but more comprehensive in comparison. Licensing involves a legal relationship that is limited to the use of a trademark. Franchising, on the other hand involves a legal relationship that comprises of not only the license of a trademark but, also, other legal rights and obligations that regulate the development and operations of a business.

Joint venture

A joint venture is a management arrangement in which a foreign company and a local company partner up and share financial resources, technological capabilities, and other advantages. In an equity joint venture, the partners each invest money and resources in exchange for an equity stake and a portion of any profits (Carpenter and Dunning 2011). Compared to the earlier entry options, this strategy includes a significantly larger level of investment and, thus, risk (Lipsey, 2002). The partnership benefits the foreign firm by giving it access to the market and allowing it to profit from the local company's knowledge of the political and economic climate, while the local company gains from the inflow of capital and technology advancements into its operations. The extent of control of the foreign and local firms in the joint venture depends upon the contract and the legal limitations (Meyer and Tran, 2006).

Foreign Direct Investment.

An investment made by a foreign country (home country) in a third country (host country) for purposes such as infrastructure, manufacturing, and industrial growth is known as a foreign direct investment (FDI). Investing in the firm or in new real estate, buildings, or machinery are two ways that businesses might make FDI. Another option is to buy the assets of a foreign company. FDI primarily functions as a long-term entry strategy. Companies usually expect to benefit through access to local markets and resources, often in exchange for expertise, technical know-how, and capital (Carpenter and Dunning 2011). FDI is an essential part of the global corporate strategy for MNCs operation in oligopolies market. FDI creates economic relations of an integrative nature and involve the cooperation in the international affairs of a country. FDI could also trigger technological and other spill overs to locally owned enterprises, assisting human capital formation, contributing to international trade integration, helping to create a more competitive business environment, enhancing enterprise development and general improvement in environmental and social conditions of the host country (Ikiara, 2003; Awolusi, 2012).

2.1.4 CHALLENGES FACING MULTINATIONAL CORPORATIONS

MNCs functioning in developing markets have high probabilities to grow and survive because these markets are getting stronger and better year after year. However, business doesn’t operate in a vacuum and cannot isolate itself from the environment (Everard et al 1979). Environmental are in turn, influenced by the operations of these organization.

POLITICAL ENVIRONMENT

A political system is a collection of formal institutions that make up a government (Cavusgil, Knight and Reisenberger, 2012). Every nation has a distinct political structure that developed as a result of particular historical, cultural, and economic interactions (Cavusgil, Knight and Rosenberger, 2012). A political climate that includes both national and international political considerations can have an impact on how businesses operate and make decisions (Doole and Lowe, 2004). Some nations are more welcoming of foreign direct investment than others. For instance, Venezuela prohibited foreign partners from owning more than 20 percent of a list of important enterprises in 1977. Similar to this, Nigeria issued a list of commercial businesses where 4% foreign equity is the maximum allowed. The propensity of a government to alter laws and policies may have an impact on the company's global strategy and present both difficulties and possibilities (Doole and Lowe, 2004). Each country has its own rules and laws governing foreign investment. issues including investment approval, incorporation, the amount of permissible foreign ownership, the use of domestic resources and labor, and the return of profits to the home nations. Other ones include rules governing import and export, tariffs, taxes, patents, and antitrust practices.

ECONOMIC ENVIRONMENT

This includes the type of economic system, the government's economic policies, the rate of inflation, interest rates, and the business cycle (Benoussan and Fleisher, 2008). Gross National Product (GNP), income level (Per Capital Income or GNP Per Capita), and the distribution of that income within a country can all be used to determine a country's economic size and potential markets. Two economic factors—the industrial structure of the nation, which influences the demands for goods and services, and the income distribution—reflect a country's marketability (Kotler et al., 2008). Companies must understand the country's economic policies and the state of the market before entering a new one. A company determines whether they can compete with other businesses in the market and make money in this market based on the facts provided. In fact, if they want to reap the most benefits, they need be aware of the market environment and prepare it for their offering (Doole and Lowe, 2004). International marketers must be able to accurately predict economic developments (Kotler et.al. 2008). In fact, this point of view is crucial for the establishment of trade agreements and regional trade integration at the regional, national, and international levels as well as at the level of the market (Doole and Lowe, 2004). There are four different sorts of industrial structures to take into account. The first is a subsistence economy, where the bulk of people work in straightforward agriculture. They provide market opportunities while consuming the majority of their output. The second sort of economy is one that exports raw materials; these economies are extremely productive in terms of one or more natural resources, but they are insufficient in other respects. Products like trucks, tools, and large equipment benefit from these markets. However, the market may be advantageous for luxury items if there is an affluent upper class and a large number of foreign residents (Kotler et al., 2008). The third category consists of industrializing nations, where manufacturing accounts for 10–20% of the national economy. It is typical for industrialization economies to create a new rich class and growing but small middle class, who both demand new imported products. The final type is industrial economic. This economic type is regarding large exporters of manufactured goods and investments. They export to other types of economies for raw materials and semi-finished goods. This is a rich market due to their large middle class and the various manufacturing activities (Kotler et al., 2008).

TECHNOLOGICAL ENVIRONMENT:

The technical component can have a big effect on the market. One can consider the entire market process to have an impact on technology (Doole and Lowe, 2004). In fact, the development of electronic communications has changed how goods and services are delivered, as well as how data can be acquired, how successfully those goods and services are made, and how management controls those processes (Doole and Lowe, 2004). A market that currently exists can be dramatically impacted by technology. It may result in fundamental market changes, distractions from the present market, or even misrepresentations of the market as a whole (Bensoussan and Fleisher, 2008). Technology like the internet, which is continually developing, has had a significant impact on the commercial industry. The effectiveness of manufacturing may be impacted by outsourcing decisions. In addition, technology considers a number of factors, including R&D activity, bandwidth availability, and the rate of technological innovation (Bensoussan and Fleisher, 2008). Before commencing business in a country, a corporation must assess its technology (IMP project group, 1982). (IMP project group, 1982). Before making any decisions, the organization must have a complete awareness of the chosen market's level of technology as well as its commercial and administrative capabilities. This is especially true for the industrial sector, where technical advancements have a significant impact. Companies must solve the technology issue, particularly when it comes to exchanges between buyers and sellers.

SOCIO-CULTURAL ENVIRONMENT:

Language, social structure, religion, traditions, values, and practices are all aspects of culture (Kotler et al.). An organization's social climate has a significant impact. Customers' opinions and purchasing decisions are influenced by culture, cost, ideological traits, religion, conventions, and social circumstances (Bensoussan and Fleisher, 2008). This element is a subset of a society's value system. Attitude, conventions, and culture have a significant influence on how goods and services are manufactured, introduced to society, and used by consumers (Doole and Lowe, 2004).There are several different factors that can .There are several different factors that can affect societies; however cultural differences, more than any other factors, have influenced societies on the basis of and language (Cavusgil, Knight, 2008). This element can affect a person's behavior as well as their opinion (Cavusgil, Knight, 2008).

LEGAL ENVIRONMENT:

When conducting business abroad, companies need carefully examine local and international legislation in addition to those from their own country (Doole and Lowe, 2004). This means that the nation's laws and other legal regulations should be flexible and adaptable to each society. It is crucial for a firm to understand the legal climate in each country where it plans to do business (Doole and Lowe, 2004). The legal system ensures order for taxing economic output and commercial activity by incorporating procedure and institutions. It also safeguards the assets of businesses (Cavusgil, knight, 2012). The domestic policies and also market conditions are not the only factors that have influence on the domestic economic developments; however, both domestic and international economics and policies affect the domestic economic developments (Cavusgil, Knight, 2012).

2.2 CONCEPT OF ECONOMY

Economy is the whole of all value-added exchanges of goods and services between two types of economic actors—individuals, groups, or states—in a given area. Only when both parties concur on the value or price of the exchanged good, typically stated in a particular currency, can a transaction take place. An economy is made up of the economic system in a particular area, which includes the production, trading, and consumption of certain goods and services in that area or nation.

A given economy is the result of a set of processes that involves its culture, values, education, technological evolution, history, social organization, political structure and legal systems, as well as its geography, natural resource endowment, and ecology, as main factors. These factors give context, content, and set the conditions and parameters in which an economy function. Some economic system creates more productive economy and function better than others.

Decision Makers in an Economy

The decision-making structures of an economy determine the use of economic inputs (the means of production), distribution of output, the level of centralization in decision-making, and who makes these decisions. Decision makers are persons or organized groups of persons that make choices. Decision makers fall into three (3) groups:

HOUSEHOLD

A household is any group of people living together as a decision-making unit. Every individual in the economy belongs to a household. Some households consist of a single person while others consist either of families or groups of unrelated individuals, such as two or three students sharing an apartment.

FIRMS

A firm is an organization that produces goods and services. All producers are called firms, no matter how big they are or what they produce. Car manufacturers, farmers, banks and insurance companies are all examples of firms.

GOVERNMENT

A government as an organization has two functions: the provision of goods and services to households and firms and the redistribution of income and wealth. Examples of the goods and services supplied by government are national defense, law enforcement, public health, transportation and education.

MAIN TYPES OF ECONOMIC SYSTEMS:

COMMAND MECHANISM:

In a command economy, the government controls all choices about consumption and production. In a command-based economy, what is produced, how it is sold, and how it is dispersed are all directed by a central political actor. All other capital belongs to the government, save for human capital and capital assets used for consumption, including consumer durable goods. As a result, the state owns every factory, farm, and supporting infrastructure. The government, which also manufactures and acquires all consumer goods and services, employs all labor. The best examples of a command system include the USSR (up until 1987), North Korea, Libya, China, Cuba, and a few other Eastern European countries.

MARKET ECONOMY:

A market-based economy is where goods and services are produced without obstruction or interference, and exchanged according to demand and supply between participants (economic agents) by barter or a medium of exchange with a credit or debit value accepted within the network, such as a unit of currency and at some free market or market clearing price. Decisions are made through the market economy (supply and demand). No government intervention

CENTRALLY PLANNED SYSTEM:

Economic decisions are made by the government. The government decides what to produce, how it is to be produced and the way it is to be distributed among the consumers. It involves lot of planning.

MIXED ECONOMY:

Goods and services are produced in the free-market sector of the economy, but others are produced by the state.

INDICATORS OF ECONOMIC GROWTH

Gross Domestic Product (GDP)

A country's economic activity is measured by its gross domestic product. It is computed by summing the annual output of goods and services from all nations. Gross Domestic Product (GDP), according to Peru (2016), is used internationally to gauge an economy's output and performance. It is the entire market value of all finished products produced in a nation, typically during a certain time period. It is one of the measurement indices that offers details on the make-up and cost of the output of products and services in any given nation. The nominal GDP, also known as real/constant GDP, which is a price inflation adjustment of the nominal GDP, is the fundamental measurement of GDP statistics that are typically given.

According to Antonio (2015), GDP is a measure of ”economic growth”, and can be described as being a direct indicator of the level of an economy’s production of goods and services, it is calculated with inputs from various survey and statistical data which is derived from the prevailing prices of the goods and services included in its scope within the defined period. This means that quantitative information on the production of goods and services can be extracted from price data. GDP is typically used for comparative measurements by economists.

National Income

The monetary equivalent of all the commodities and services that a country's residents receive during a year can be referred to as the national income of that country. The national income is the total of all individual, business, government, and other incomes. Akerodolo (2010).
According to Andabai (2006), national income is the entire amount of money a country makes through economic activity in a given year. Receipts for all payments received, including salary, interest, rent, and profits.
According to Marshall,(2015) "a nation's capital and labor, working with its natural resources, annually generate a certain net aggregate of products, both tangible and intangible, including services of all forms."

Gross National Product (GNP)

GNP is calculated by adding to GDP the income earned by residents from investments abroad, less the corresponding income sent home by foreigners who are living in the country.

NATIONAL DEBT

The amount of money a country's government has borrowed overall is called its national debt (usually including national and local government). Despite the possibility of economic advantages, public debt is frequently viewed as a burden. Certainly, debt accumulated by one generation may become a significant burden for succeeding generations, particularly if the borrowed funds are not prudently invested. A yearly public-sector budget deficit is fundamentally different from the national debt, which is the sum of all the money that has ever been raised by the government but has not yet been repaid. The American government enjoyed a sizable budget surplus in 1999, but the nation's total debt was still close to half its GDP.

2.2.1 NIGERIAN ECONOMY

The word "Niger-Area," which refers to the river that makes up the country's most notable geographical feature, is the origin of the name "Nigeria." It takes up 923,760 sq km of land (Land: 910,768sq km and water: 13,000sq km). Nigeria is nearly twice the size of California and six times the size of Georgia, according to this capacity. The British Colonial Masters gave Nigeria her independence in 1969. Originally a federation of three regions, it now consists of the North East, North West, North Central, South East, South West, and South South geopolitical zones. Nigeria has 36 states, 774 local government units, and 6 municipal councils in the Federal Capital Territory of Abuja. Igbo, Hausa, and Yoruba are the three main ethnic groups, and there are more than 250 tribes, each with its own unique dialect. The longest distances are around 767 km from east to west and 1,605 km from north to south. In the south, Cameroun separates the nation from four others. Nigeria is a powerful country both in Africa and globally. Of the 57 autonomous economic markets that make up the continent of Africa, it is the one with the greatest population (United States Central Intelligence Agency, 2014). With growing manufacturing, financial, service, communications, technology, and entertainment industries, Nigeria is a diverse economy and emergent market. In terms of nominal GDP, it is the 27th-largest economy in the world, and in terms of purchasing power parity, it is the 24th-largest. In 2013, the nation's resurgent manufacturing sector surpassed all others on the continent in size and produced a sizable share of the goods and services required by West Africa. Additionally, Nigeria is the largest country in Africa by population and has one of the greatest rates of population increase at 2.89%. (United States Central Intelligence Agency, 2014). Nigeria possesses a variety of internal and external sources of economic growth given its population and the aforementioned GDP levels (United States Central Intelligence Agency, 2014). Nigeria exceeded South Africa to become the largest economy in Africa by GDP, and to become the 27th largest economy in the world, with a GDP equal to Greece and Ireland combined, and ahead of Denmark, Singapore, Portugal, New Zealand, and many other developed economies (World Bank, 2014a).

The fastest rate of population growth, at 2.89%, is being seen in Nigeria, the most populated nation in Africa. The American Central Intelligence Agency (2014). Given its size and the aforementioned GDP levels, Nigeria's economy can expand both domestically and internationally (United States Central Intelligence Agency, 2014). With a GDP that is comparable to that of Greece and Ireland combined and places it ahead of many other developed economies like Denmark, Singapore, Portugal, New Zealand, and others, Nigeria surpassed South Africa to become the largest economy in Africa by GDP and the 27th largest economy in the world (World Bank, 2014a) Its abundant natural resources, which rank it as the world's twelfth largest oil producer and eighth largest gas producer and include around 80 million hectares of arable land, 33 solid minerals, and huge oil and gas reserves, demonstrate its great potential (Osagie, 2011). Nigeria is seen as having a mixed economy with a developing, medium-income, and expanding banking, telecommunications, and entertainment sectors. The economy is currently being praised for having one of the fastest growth rates in Africa.
Nigeria is one of the six African countries considered to have the fastest worldwide growth rates, according to Hounshell (2013). The third trade expedition that U.S. Secretary of Commerce Penny Pritzker has taken since taking office in 2013 was to Ghana, Nigeria, and Ethiopia (Embassy of the United States, 2014). The trade mission's goal was to expand American companies' exports to Africa by assisting them in starting and growing operations in the continent's energy industry (Embassy of the United States, 2014). The U.S. trade delegation to Nigeria confirmed Nigeria's

economic standing and global potential. President of the United States Barack Obama described his country's connection with Africa as one that will unleash attainable prosperity for America (Embassy of the United States, 2014).

Structure of the Nigerian Economy

The macroeconomic environment is a multifaceted super structure encompassing numerous inter-related sectors and activities that work together to enable economic growth and development of the country. The major sectors of the economy as indicated by the Federal Government of Nigeria (2002) are discussed in the following sub-sections.

- Real Sector

The real sector of the Nigerian economy is basically involved in the creation of goods and services. Its activities encompass manufacturing, agriculture, mining and quarrying, water resources, science and technology, environment and tourism. This sector has the uppermost potential for reaching a broad-based and expanded economy, but its performance has been uninspiring over the years, hence requires re-positioning it for be more effective (Obadan and Edo, 2004).

- Trade and Distribution Sector

Nigeria’s trade and distribution activities are characterized by interregional trade barriers, bureaucracy in the implementation of trade incentives such as export rebate, long delays in business registration, non-implementation of the ECOWAS treaty on free trade, and long processes of clearing goods at the ports. The government efforts have been focused on strengthening trade and enabling movement of goods and people within the country in order to curtail regional price differentials.

- Financial Sector

The number of banks and other financial institutions in Nigeria increased dramatically during the past 20 years, notably when the liberalization policy was implemented in 1986. However, the sector's regulatory framework is unsound, and the money market is characterized by banks with poor capital bases and ineffective operations. With only little impacts on the real economy, they were more active in granting short-term loans and overdrafts and dealing foreign currencies. The economy's unstructured, informal financial sector was primarily left in charge of providing microcredit. On the other side, the capital market was characterized by a lack of infrastructure, high transaction costs, little capitalization, lengthy settlement delays, and a poor investment mindset of buy-and-hold.The insurance firms were poorly capitalized and found it difficult to manage risks, and thus had negligible impact on activities in the capital market. The financial system as a whole was unable to attract substantial foreign investment and venture capital needed to facilitate economic growth and development.

- Social Services Sector

The health care system in Nigeria over the years deteriorated to such an extent that experienced Nigerian health experts migrated to other countries in search of better conditions of service. Consequently, there was high infant and maternal mortality, as well as the prevalence of diseases in epidemic proportions. The government decided to address the situation by massive immunization against all vaccine preventable diseases, ensuring universal access to primary health care, eradication and prevention of epidemic diseases, resuscitating the secondary health care system, and stepping up enlightenment campaign on HIV/AIDS pandemic.

- Foreign economic relations

While the nation tries to differentiate its exports, harmonize tariffs in line with a potential customs union sought by the Economic Community of West African States (ECOWAS), and promote inflows of foreign portfolio and direct investment, Nigeria's foreign economic relations revolve around its role as a supplier of oil and natural gas to the global economy. Nigeria adopted the ECOWAS single external tariff in October 2005, which lowered the number of tariff bands. Nigeria joined the World Trade Organization in January 1995 and the Organization of Petroleum Exporting Countries in July 1971, respectively. Nigeria will be severely disadvantaged if the world makes the switch to renewable energy and the market for its petroleum resources declines.

2.2.2 NIGERIAN ECONOMIC DEVELOPMENT

The different important sectors of the Nigerian economy have seen a number of modifications over the years. The financial, petroleum, and electricity sectors are only a few examples of these reforms. Economic development, on the other hand, is the process by which the real per capita income not only increases over time but also includes qualitative and quantitative economic institutions as well as the distribution of income. Economic growth is defined as an increase in per capita income sustained over time. Growth in per capita income is simply one aspect of development; it also refers to its distribution, the sources of growth, the development of infrastructure, and the establishment of administrative institutions. Thus, compared to economic growth, development is a far more expansive idea (Essang, 1981:299).

Early Nigerian economic development policies featured a growth-centric approach. It was vital to concentrate on a metric that would enhance the GDP because at the time, the growth of per capita income served as the global yardstick for gauging a country's well-being. In general, people believed that if growth was encouraged—even in one sector—it would eventually extend to other sectors and lead to progress. Prior to the 1970s, Nigeria's economy was based on a varied agricultural sector that included forestry, cattle husbandry, fishing, and land cultivation. The industry was responsible for more than 65% of job possibilities, 68% of GDP, and more than 75% of the nation's foreign exchange revenues. However, the agricultural sector was ignored as a result of the finding of oil in the 1970s. The industrial sector expanded as a result of the oil industry's expansion. Beginning in the early 1970s, the industrial sector expanded, resulting in the use of foreign capital in local manufacturing, raising the level of industrialization, employment, and economic growth. The government tried to boost growth and development by using the oil sector, which required significant resources. 90% of the nation's income came from the oil industry by the middle of the 1970s. The sector saw capital-intensive investment. The majority of the inputs and technology used in the sector were imported. It was anticipated that the oil industry would spur economic expansion, which would have a knock-on effect on other economic sectors. The economy is still heavily reliant on the oil sector even though it currently makes up around 25% of the nation's GDP and is its largest source of foreign money. Nigeria overtook South Africa to become the largest economy in Africa in terms of gross domestic product (GDP), and it is the 27th largest economy in the world despite missed opportunities (World Bank, 2014a). The nation's GDP in 2014 was $502 billion, or 30% of the combined GDP of the 47 Sub-Saharan African economies. (World Bank, 2014b).

Nigeria had 177 million people as of 2014. (United States Central Intelligence Agency, 2014). Some of the elements that contributed to Nigeria achieving economic dominance in Africa included this population and the GDP level. Nigeria offers opportunities in a number of industries. For instance, since 1970, oil has been the main source of funding for the government, accounting for 43% of total income. Service came in second at 26% and agriculture came in third at 31%. (United States Central Intelligence Agency, 2014). The prediction 2 highlighted growth in the nonoil sector as a result of difficulties with global climatic changes brought on by the consequences of extractive industries like oil and gas (Zannawaziri, Kyari, and Masud, 2012). Such benefits lead to a position of global growth generator (3G; Buiter and Rahbari, 2011). The World Bank (2014) predicted that the combined GDP of Brazil, Russia, India, and China (BRIC) will become the world's largest economy by 2020, although not all the BRIC countries are 3G (Buiter and Rahbari, 2011). Nigeria is one of 11 3Gs, with average GDP growth rate exceeding 5% from 2010 to 2050 (Buiter and Rahbari, 2011).

2.2.3 CHALLENGES FACING THE NIGERIAN ECONOMY

Ineffective Leadership: The current political, sociocultural, and economic crises in the nation is a result of poor or inefficient leadership. Since Nigeria's independence, there has been a leadership crisis that seems to be getting worse by the day, but the country's leaders don't seem to understand the scope of the issues the country's economy is currently experiencing. Unfounded policies litter the political scene, and those who engage in them seem to take pleasure in the country's underdevelopment (Dike, July 22-28, 2006). Because there is a clear discrepancy between their words and their conduct, the leaders' actions have created the reality the country is currently facing. Over the years a wave reform programs have been undertaken, but the society lacks leadership committed to implement them to address the problems facing the economy..According to (Acemoglu, June 2003; Dike, October–December 2003; Edison, June 2003) , the leaders of Nigeria are good at proposing solutions to economic problems without providing the institutional framework to make it grow and most of their policies are hastily put together and poorly executed.

Corruption: Nigeria appears to be the country that is most affected by the worldwide epidemic of corruption since its leaders are also corrupt. Everyone seems to agree that there is a "culture of corruption" in Nigeria (Smith, 2008). Crude oil has provided Nigeria with enormous wealth throughout the years, but corruption has caused it to be lost. Nigeria was defined as a wealthy country relying on oil money in an article titled "Oil giant that runs on grease of politics," but "virtually none of it flows to the people" (San Francisco Chronicle, March 11, 2007). Top government officials are extremely wealthy because they hold the view that no one owns public funds. National dailies are rife with reports of how government employees are buying million-dollar properties (both inside and outside of Nigeria) and concealing looted public funds in foreign financial institutions. Many of Nigeria's issues are rooted in corruption as a whole. Corruption exists in many spheres of society, including politics and business. Nigeria is one of the most corrupt countries in the world, according to Transparency International, which ranks it 144th out of 177 nations in its Corruption Perception Index. Nigeria loses $1 billion (about N260 billion) per month due to corruption, according to Darwinek (2016).

Insecurity: According to Aregbesola (2015) he stated that Nigeria is presently faced with a lot of security challenges such as the kidnapping, Boko haram insurgency Farmers/herdsmen clashes, conflict, robbery cases etc.

Human Development Challenges: In terms of the skill and moral fortitude of the leaders and followers, human resources are a major factor in the success or failure of any business or nation. Due to decades of neglect, education plays a crucial role in the nation's economic health and human development, and the majority of the challenges the Nigerian economy is currently experiencing are a reflection of poor resource management and a lack of investment in human capital development (Krueger and Lindhal, 2001; Dike, 2002). Understanding the issues with social infrastructure and educational institutions is necessary to comprehend the scope of the economic issues. Since the 1980s, the educational system has struggled with issues brought on by inadequate funding, which has lowered teacher and student morale and resulted in a "brain drain" from the field. The educational institutions lack the resources necessary to create qualified graduates who can effectively manage the country's affairs, contribute to its development, and compete in the knowledge-driven global economy. The majority of pupils lack the work skills and fundamental literacy that promote human output, increase the size of the national economy, and lower crime and poverty. Without highly qualified technical personnel and functional educational institutions, no country could advance socioeconomically or politically in any significant way.

Unemployment: In Nigeria, unemployment is a serious and ongoing issue. But it is important to note that this issue is not exclusively a Nigerian one. Unemployment is a problem that is becoming more and more widespread. And we are arguing that if the government declares an emergency on unemployment and takes quick action to address it, it can accomplish a fantastic success in this area. You are aware that the organized business sector must or must play a significant part in this. And for that reason, we are worried. The Nigerian government needs to prioritize reducing unemployment, increasing power production, and combating corruption (Dangote 2016). In Nigeria, unemployment is a pressing concern. Many people are frustrated by the country's high unemployment rate Unemployment in Nigeria is like a disease that the cure is yet to be discovered. However, the majority of young people in Nigeria are frustrated and desperate to leave the nation due to the low employment options there. There are several tales of young Nigerians who, in their desperation for a better life, risk everything to travel to Europe, the United States, or even other African countries. While trying to flee poverty, some of them have been detained, tortured, injured, or imprisoned in other nations, and others have even perished in the North African deserts (Hamoon, 2006; Fletcher, 2007). Those who survive the ordeal will live to recount their bitter memories; nevertheless, those who lack the will or resources to leave engage in various types of anti-social activities including kidnapping for ransom and armed robbery, etc (Daily Trust, August 18, 2010). Nigeria needs sound macroeconomic policies to turn the economy around.

Infrastructural and Institutional Challenges: Anyone who is familiar with Nigeria would concur that one of the problems the country's economy faces is the lack of effective institutions and deteriorating infrastructure, which includes bad roads, erratic power supplies, limited access to potable water and basic healthcare, and dysfunctional regulatory agencies. A better supply of power will entice industries into the community and speed the expansion of the slowing economy in a nation where electricity accounts for around 40% of the cost of production (Daily Sun, June 7, 2010). The Nigerian power business has been thriving to survive over the years, but for reasons that are unknown, it has been poorly managed, and many employees in the energy sector lack the necessary training or abilities. Domestic production suffers in these conditions, but many foreign companies also find it difficult to conduct business in Nigeria because of frequent power failures. The problem of bad road networks has made a lot of businesses suffer in Nigeria as the roads are not dependable. According to Nwadinobi (2016), this problem keeps Nigeria a Third World country from year to year.

2.2.4 POSTIVE IMPACT OF MULTINATIONAL CORPORATION IN NIGERIA

The operations of multinational firms help many nations, including Nigeria, to grow and flourish. The main key sectors of the Nigerian economy have seen a number of changes and realignments over the years. Researchers like Jhingan (1996), Alexander (2010), and Onyewuchi and Obumneke (2013) all agreed on the advantages of MNCs, particularly in emerging nations like Nigeria.
The presence of multinational corporations in host nations lowers the host countries' propensity to import and increases rivalry in the host countries, both of which encourage effective resource allocation for output. , (Bakare, 2010)

Nigeria has experienced high inflow of foreign direct investment as a result of investment in the Global System of Mobil (GSM) telecommunication. The oil sector of the economy has also witnessed an increased level of foreign direct investment as evidenced by the increasing numbers and operations of oil multinational corporations in the country (Ilemona, 2010).

Multinational corporations have made significant financial contributions to the governments of their host nations. They raise income and investment levels in Nigeria. Studies conducted between the years 1999 and 2000 found that Lever Brothers, Nigeria Plc, PC Industries, and City Bank Nigeria paid the government N1,930,336,000 in taxes in the year 2000. (Alexander, 2010:27). MNCs have received praise for consistently paying high rates of taxes, and if directed in the proper directions, they could help to raise living standards for Nigerians. The government uses this to provide for the facilities and basic social amenities required for rapid socioeconomic development.

By offering jobs to the locals in the region where they operate, multinational corporations establish employment chances for the nationals of the host country. This has helped emerging nations deal with their unemployment problems and raised their citizens' spending power and standard of living. According to a survey on MNCs undertaken by the US Department of Commerce in 1977, which supports the aforementioned opinion, these companies employed over 7.3 million workers in their foreign activities (Ahmed and Usman, 2018). According to Onyewuchi and Obumneke (2013), multinational corporations give Nigerians job possibilities through firms like Shell PB, Mobile, Chevron, Coca-Cola, PZ Cussons, Cabury, etc.

Multinational corporations contribute to 65% of the non-governmental employment opportunities available at any given country of host (Reid, 2001cited in Tirimba and Macharia, 2014). Multinational Corporations in Nigeria apart from creating jobs opportunities for the youth also improve living standards of the Nigerian communities and engage in the staff development as they believe in periodic training of manpower. Furthermore, Nigerians employed to work in these firms received their training in foreign land which give them the opportunity to acquire skill and knowledge that can be used to developed their own enterprise. Nwankwo (2011) contend that, some of these subsidiaries are almost fully Nigerians and many others have 80-90% of their management team who are Nigerians.

Most of the famous Nigerian entrepreneurs started by working for a multinational corporations, where they learned relevant skills and knowledge that gave them the encouragement to launch out (Osuagwu and Ezie, 2013).Multinational corporations also obtain raw materials with ease from any overseas source at competitive prices and can easily export components and finished goods for assembly or distribution in foreign markets. Nigeria is a big consumer of the products and services of multinational and transnational corporations and deserves to host a good number of them at this stage of our development.

The mining sector is dominated by foreign oil company such as ELF, Gulf, Chevron, Mobil, Texaco, Total, and Shell among others. The first multinational oil company to go on board in mining in Nigeria is Shell petroleum development company of Nigeria. The first crude oil was exported in 1958. Hence, this launched Nigeria into the community of crude oil producer and exporters. According to Ukpevo, et al (1993) the detection of oil in 1956, marked the beginning of economic buoyancy for Nigeria.

2.2.5 CRITCISMS AGAINST MULTINATIONAL CORPORATION IN NIGERIA

In contradiction of the positive contributions of MNC to the development of the Nigeria economy, are their alleged negative contributions. Individual critics and public officials have even out vociferous charges against the policies of international corporations and their alleged negative consequences for the economic well-being and development of the host nations (Gilpin, 1987).

In this area of technological transfer, MNCs' detrimental effects on Nigeria are the most pronounced. Chukuezi and Ozoigbo (2011). MNCs are thought to be the worst offenders because this is where they pull off their greatest ruse. They adopt capital-intensive production techniques that result in unemployment because they obstruct the development of homegrown technologies.

Even though they were of a low scale, there were many different types of technologies present in Nigeria prior to the entry of MNCs. However, rather than assisting in their development, MNCs deliberately eliminated these low scale technologies by introducing more modern ones.

These corporations intentionally and deceitfully introduce inappropriate types of technologies that hinder indigenous technological developments. The MNC both retain the control of the most advanced technology and do not transfer it to Nigeria or the rest of the developing economies. The type of technology that MNCs imported into the country is the one that serves the few urban elites because only they have the funds to get it while the rest of the population continue to face underdevelopment. According to Nwankwo (1981) he argued that MNC do not supply technology that can be purchased in the open market. Rather, they supply as their own investment, packaged up in materials, equipment and skill. Factories have been built, construction works have been undertaken and such other capital goods as areophane and electronic equipment impart. These are taken as technology supplied by multinational corporation, but they are supplied and not transferred. It is further argued that the techniques of some of these MNC alter the distribution of value added in favor of foreign factors (equipment, machinery and skills) and against local factors (labour, social responsibility and raw materials) of Nigeria. Also, the choice of technology of some MNCs are regarded as too capital-intensive for the relatively labour-abundant Nigeria, thereby limiting the number of people (Nigerians) employed in such companies.

They are accused of significantly repatriating money, which has put the balance of payments at risk. Nigeria's economy is underdeveloped because the majority of capital in the form of earnings is sent to MNCs' home countries rather than being invested in the country. MNCs essentially export the capital that would have been utilized to create Nigeria to other nations, which has a distorting effect on the economy and economic growth of Nigeria because the capital required for development is now outside of the country rather than in it. According to Santo, there is more money leaving underdeveloped countries than coming in (1990). Some claim that MNCs have a decapitalization effect that depresses investment in the host nation.

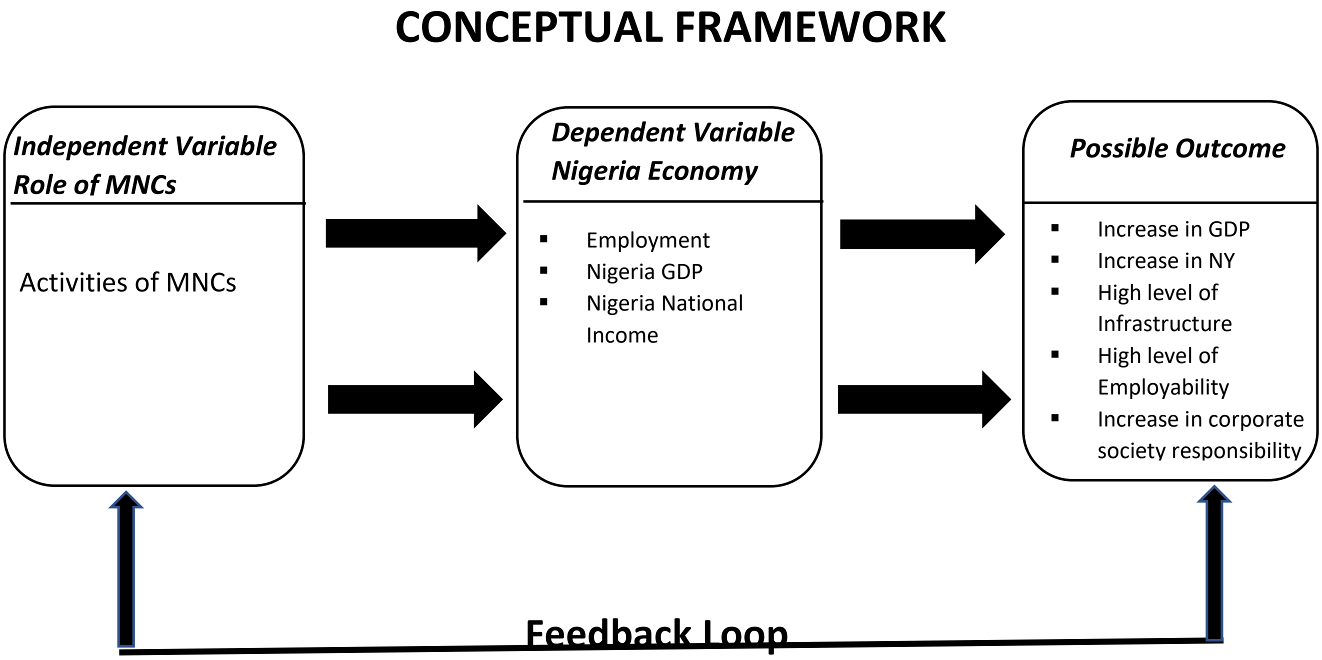
Some of these MNCs' operations have a major negative impact on the environment in the nation. Pollution affects how we use land, the water we drink, and the air we breathe, according to Everard et al. (1979). The majority of oil exploration efforts in Nigeria's Niger Delta are carried out by MNCs. Many rivers and streams are blocked by MNC waste to the point where the water is unsuitable to drink and fish are killed. The land has not been exempt from this pollution, and it has been improperly used in a variety of ways, such as the wasteful removal of natural resources, the development of unsightly garbage piles, and the application of harmful pesticides to kill insects and rodents. The people in the Niger Delta have had to contend with the burden of environmental degradation including oil spills from pipelines polluting land and waterways, gas flaring polluting the air and destruction of fishing and farming opportunities leading to the destruction of the livelihood of farmers and fishermen among numerous problems.

The host communities have become resentful of the oil firms and the government as a result of this predicament. In the past, the government colluded with the oil firms in an effort to use force to cover up the escalating conflict. Then, MNCs made an effort to appear respectable by adopting corporate social responsibility (CSR) principles. The CSR efforts have not, in the opinion of most people, been successful. The situation in Nigeria's Niger Delta region amply highlights the shortcomings of the existing CSR approach and the necessity to look into ways to strengthen it. In virtually all the multinational corporation in the country, critics say, there is discrimination regarding the payment of staff. Multinational corporations adopt discriminatory salary policies. Expatriates are highly paid while Nigerians are given peanuts when compared to what expatriates are earning monthly or annually. Indigenous staff are paid very low salaries, while using them to the fullest, knowing that they can easily be replaced if they complain and decided to leave or resign from the company. In some cases, it is argued, junior expatriate staff tends to earn more than a Nigeria senior staff in the same company.

Our valued cultural legacy is also negatively impacted by the presence and operations of MNCs in Nigeria. Foreign direct investment does have a negative impact on the cultural and social health of Nigeria and other less developed nations. According to Gilpin (1987), the overpowering MNC presence in Nigeria is a form of "cultural imperialism of the society" by which Nigeria and the other emerging nations lose control over their cultural and social development. By introducing new ideas and tastes that are improper for the Nigerian nation through their advertising and commercial methods, these multinational corporations subvert the traditional values of the Nigerian society.

An instance of this is the introduction of foreign violent and crime-laden films and videos as well as pornographic materials into Nigeria. It has been rightly observed that these foreign values are not only bad in themselves but are detrimental to the development of the country because they create demands for luxury and other goods that do not meet the true needs of the common masses.

2.2.6 CONCEPTUAL FRAMEWORK



The conceptual framework above shows the link between dependent variable and independent variable and the resulting outcomes. Box A consists of the activities of MNCs, Box B consist of independent variable (roles of MNCs) and sub-variables such as challenges of multinational corporations, activities of MNCs and minimizing the negative impacts of multinational corporations. These sub-variables will influence the dependent variable (Nigerian economy) in form of employment, Nigeria GDP and National Income. The influence will eventually bring possible outcomes such as increase in GDP, increase in National Income, High level of employability and increase in corporate social responsibility. All these outcomes will come back to the study organization through the feedback loop.

2.3 THEORETICAL FRAMEWORK.

This research work is anchored on two theories namely: Dependency Theory and Unequal Exchange Theory.

2.3.1 DEPENDENCY THEORY

The dependency theory was developed in the 1950s at the United Nations Economic Commission for Latin America by Prebisch and his colleagues who held the view that economic development in the industrialized countries did not translate into economic growth in the less industrialized trading partners. They found that the western countries' economic progress and that of their less developed trading partners had a diametrically opposed connection. Dos Santos (1971) defined dependency as a situation where "the economy of certain countries is patterned by the advancement of a different country," favoring some countries at the expense of others and limiting the development opportunities of the subordinate economies. That is, the development of one leads to the under-development of another.

The third world countries are the economically underdeveloped countries of Asia, Africa and Latin America, considered as an entity with common characteristics, such as poverty, high birthrates, and economic dependence on the advanced countries. This implies that Nigeria comes from have the tendency of being exploited. Typically, the underdevelopment of the third world countries is marked by a number of common traits; distorted and highly dependent economies devoted to producing primary products for the developed world and their agents as well as to provide market for their finished goods. It is obvious that Multinational Corporations (MNCs) are agents of capitalist west, where Shell Petroleum Development Company engaged in oil exploration and exploitation in Nigeria. The activities of Shell Petroleum Development Company in Nigeria have been accused of deepening development challenges in the country, especially the host communities.

2.3.2 UNEQUAL EXCHANGE THEORY

Emmanuel (1972) was the first to use the phrase "unequal exchange" to describe value transfers that take place on a global scale but are disguised as equal trade. Houston and Paus (1987) claim that Emmanuel's uneven theory accurately describes "the ratio of equilibrium prices that is determined by the equivalence of profits between geographical areas where the rate of surplus value varies institutionally. Since wage differentials directly affect the rates of surplus value, inequality in wages as a whole alone account for the disparity in exchange rates, all other factors being equal ". Given that equal exchange is unattainable and that disproportionate exchange cannot be explained by unequal exchange. The unequal exchange theory explains the situation in Nigeria equally. According to Arghiri (1972), unequal exchange is a method of exploitation for developing nations. When developing countries sell their commodities below market value while simultaneously purchasing commodities at market value from affluent nations. Nigerian multinational corporations purchase crude oil at a significant discount from us, refine it, and then resell it to us for astronomically high rates.

2.3.3 THEORETICAL FRAMEWORK

The theory adopted to anchor the study is the dependency theory. According to the theory "dependency" implies a kind of parasitic relationship that exists between the highly industrialized country and the less developed ones in a manner that ensures the continuous advancement of the former to the detriment of the later. According to Sunkel (1969), the dependency was "defined as an explanation of the economic development of a statement addressing the external impacts - political, economic, and cultural - on national development plans." In other words, as one develops, another is left undeveloped. The dependency theory sophists presuppose that there is no possibility of economic autonomy for a dependent state since they are continuously being underdeveloped by their more industrialized partners. Theorists contend that in order to retain their foreign exchange, the less developed countries should create and put into practice strategies that will result in fewer imports of goods while continuing to sell their own goods abroad. The theory defines the relationship between Nigeria and the multinational corporations.

2.4 EMPIRICAL REVIEW

Past Studies related to study under focus have highlighted the association between multinational corporation and economic development of many countries of the world such studies were;

In 2018, Ewubare and Udofia conducted study on how MNCs affect economic growth in Nigeria. The National Office for Technology Acquisition and Promotion (NOTAP) and the CBN statistical bulletins provided secondary data for the study. The econometric analysis tools used were the unit root test and granger causality procedures. The Granger causality test shows that MNCs have a considerable impact on economic growth in the oil and agriculture sectors, but little to no impact at all in the service sector. According to the findings, MNCs play a significant role in Nigeria's economic growth, particularly in the oil and agriculture industries. According to the report, in order to benefit from knowledge transfer to Nigeria, the government should promote more MNCs in the oil and agriculture sectors by implementing incentives including tax holidays and a favorable exchange policy.

An empirical analysis of the effect of MNCs on economic growth in Nigeria was conducted by Tonye and Andabai in 2009. (1991-2014). The CBN Bullentin from was the study's primary source (1991-2014). The CBN statistical bulletin and the national bureau of statistics provided the secondary data that were utilized. The study's econometrics tool for testing the proposed hypotheses was time series. The research shows that none of the variables have unit roots. Multinational corporations and economic growth have a long-run equilibrium relationship, which supports a short-run response speed from long-run disequilibrium of roughly 73%. It has been determined that MNCs and economic growth are causally related. The fluctuations in economic growth are explained by around 52% by changes in multinational corporations' variables. According to the survey, MNCs should offer infrastructure as a method of giving back to the host communities. A decent working environment and increased security in the area will result from host governments requiring MNCs to return a portion of their revenues towards the growth of the host communities. In order to prevent MNCs from breaking established norms and regulations, the Federal Environmental Protection agencies must also be aware of their obligations and provide adequate monitoring of MNCs.

Kumar (1996) using firm-level data, observed insignificant impact of FDI on economic growth and development and stated that FDI is no more productive than domestic investments. However, Carkovic and Levine(2002) observed positive impacts by controlling for simultaneity bias, country-specific effects, and proper use of lagged dependent variables in growth regressions.

Regression techniques were used by Shameema and Sahidur (2009), and the results revealed a statistically significant level of correlation between exports and economic growth. In their investigation into how MNCs affect developing countries According to their study, developing nations should maintain an increase in FDI of at least 2.5% annually to achieve an increase in economic performance of 1%.

The actions of multinational firms and economic progress in Nigeria are related, according to Abubakar (2021). Abubakar contends that the federal government should ensure that multinational corporations (MNCs) empower host communities by offering indigenes scholarships to help them obtain the education and training necessary to work for the company. According to some schools of thought, multinational corporations can help close the growing gap between the industrialized countries of the North and the agrarian countries of the South by transferring technology to developing nations. By doing this, they can enable the less developed nations to increase their productivity, which is a prerequisite for rapid economic growth.

According to Crespo and Fontoura (2007), there are five basic ways to connect technical diffusion to FDI flows. These options include competition, exportation, demonstration, labor mobility, and backward and forward connections with domestic companies. Therefore, FDI not only improves the host nation's skill level but also aids in the introduction of cutting-edge technologies and lowers the cost of goods

CHAPTER THREE

METHODOLOGY

3.0 INTRODUCTION

This chapter presents the research methodology that includes: research design, population study, study area, data collection instruments, data processing tools, study tools, data sources and data analysis. It also provides the sources of the data which is primary and secondary data and how it was derived. The sampling size and technique used will also be discussed in this chapter.

3.1 RESEARCH DESIGN

According to Asika (2016) research design is plan set aside for execution of a research project. It is a guide to every research, directing the researcher on procedures and methods to be adopted towards solving research problems and hypotheses. Research design varies from one circumstance to another depending on the particular problem of study. As a result, research design is used for a collection of decisions about how data could be gathered before analysis. In all, whatever decision to be taken must be orderly and scientific for easy understanding, therefore, the descriptive survey research design will be adopted for this study.

3.2 POPULATION OF THE STUDY

The total population of study consist of middle and top management staff of PZ Cussons PLC (400) and Cadbury Nigeria Plc (400) making 800.

3.3 SAMPLE SIZE DETERMINATION

The sample size of the study is 400 and this is determined by using Taro Yamane formula:

n= Sample size

N= Population size

e= Margin of error/ proportion of sample error (0.05)

1= constant

Therefore:

$$n = \frac{N}{1 + N(e)^2}$$

Where;

n = sample size = ?

N = population size = 800

e = proportion of sample error/ margin of error = 0.05 or 5%

$$n = \frac{800}{1+800(0.05)^2}$$

$$n = \frac{800}{1+(800 \times 0.0025)}$$

$$n = \frac{800}{2}$$

$$n = \frac{800}{2}$$

n= 400

Approximately the sample size is 400

3.4 SAMPLING TECHNIQUES

Multi-stage sampling method will be used and this involves:

Stage 1: Purposive selection of PZ Cussons Plc and Cadbury Nigeria Plc because they are part of highly recognized multinational corporations in Nigeria. The two work organizations have been in Nigeria for many years engaging production of goods and services for human consumption.

Stage 2: Stratified sampling will be the next sampling method. In each of the two work organizations employees will be stratified into junior staff, middle management staff and top management staff

Stage 3: Lastly, there will be random selection of respondent from middle management staff and top management staff of the two work organizations.

3.5 METHOD OF DATA COLLECTION

The two methods of data collection are quantitative and qualitative methods. However, for the purpose of this study, quantitative method involving the use of questionnaire will be employed.

3.6 SOURCES OF DATA COLLECTION

There are two sources of data in research work namely, Primary source and Secondary source. Data will be collected from primary source via questionnaire from the respondents and secondary source via companies' records on profits and major projects embarked upon to enhance national economic development.

3.7 METHOD OF DATA ANALYSIS

The frequencies and percentages of the respondents' demographic factors will be used to analyze the respondents' biodata and the research topics. The percentage for determining how strongly "Agreed," "Disagreed," and "Strongly disagreed" statements are computed in the meantime. Additionally, inferential statistical techniques will be used to calculate the hypothesis. Spearman correlation will be used to test the null hypothesis (Ho) at a significance level of 0.05. This is due to the fact that the spearman correlation coefficient test is appropriate for examining correlations between variables using data from the Likert Scale. Software from IBM SPSS.250 will be used to calculate and store data**.**

3.8 RESEARCH INSTRUMENT

Questionnaire will be used for data collection. It will be constructed to collect data from the workers on the relationship between work life balance and employee performance. However, the items in the questionnaire will be drawn to suit the need of present study. The questionnaire consists of two sections, section A and B, section A consists of items on demographic status of the respondents, information on age, gender, qualifications and experience while section B will consist of items which will be structured to elicit information on the "relationship".

Also, the questionnaire will be structured in a four (4) point Likert Scale rating as follows

SA-4points

A-3points

SD-2 points

D- 1point.

3.9 RELIABILITY AND VALIDITY OF INSTRUMENTS

In order to ensure the validity of the instrument content validity will be used, where the items in the questionnaire will be checked considering the research purpose. An expert judgement will be sought from the supervisors who assisted in the validation of the instruments. The validity helps in identifying items in the questionnaires that need restating and removing items that are not needed in the study.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION OF FINDINGS

4.0 INTRODUCTION

This chapter study focused on analysis of data collected. The resulting analysis will be interpreted and presented. 400 copies of questionnaire were carefully administered to respondents for the purpose of this research, however, only 390 copies were correctly filled and returned at the stipulated time to be used for analysis. This indicated 97.5% response rate. Thus, 390 copies of questionnaire retrieved were analyzed and presented in tables with the aid of Software Package for Social Science (SPSS) for easy comprehension.

4.1 PRESENTATION OF DATA

Table 4.1.1 Preliminary Survey Details

Response Rate to Questionnaire Administered

S/No	Questionnaires	Frequency	Percentage
1.	Number of questionnaires administered	400	100%
2.	Questionnaires retrieved and used for the final analysis	390	97.5%
3.	Number of questionnaires not properly administered	5	1.25%
4	Number of questionnaires not retrieved	5	1.25%

Source: Field Survey 2022

Table 4.1 above provides the response rate to questionnaires administered. A total of 400 copies of questionnaire were administered to the middle and top management staff of PZ Cussons PLC and Cadbury Nigeria Plc. The total number of questionnaires retrieved after administration was 390 as 5 copies were not properly administered and 5 copies were not returned. This means 97.5% response rate was achieved.

Table 4.1.2 Demographic data of the Respondents.

The following shows the frequency counts and percentage of demographic data of the respondents in terms of their gender, age, educational qualification, experience and marital status.

Variable	Frequency	Percentage (%)
AGE		
21 – 30 years	29	7.4

31 – 40	87	22.3
41 – 50 years	127	32.6
51 years and above	147	37.7
TOTAL	390	100.0
GENDER		
Male	290	74.4
Female	100	25.6
TOTAL	390	100.0
EDUCATIONAL QUALIFICATION		
SSCE	10	2.6
OND/NCE	154	39.5
HND/B.Sc.	146	37.4
M.Sc./MBA/PHD	80	20.5
TOTAL	390	100.0
EXPERIENCE		
0 - 5 years	76	19.5
6 – 10 years	128	32.8
11 – 15 years	77	19.7
15 years and above	109	27.9
TOTAL	390	100.0
STAFF CATEGORY		
Management staff	40	10.3
Senior staff	118	30.3
Junior staff	232	59.5
TOTAL	390	100.0

Source: Field Survey 2022

Results obtained in Table 4.1.2 indicates that 29 representing 7.4% of the respondents were between the ages of 21 – 30 years, 87 representing 22.3% of the respondents were between the ages of 31 – 40 years, 127 representing 32.6% of the respondents were between the ages of 41 – 50 years and 147 representing 37.7% of the respondents were 51 years and above respectively. This result reveals that majority of the staffs of PZ Cussons Plc and Cadbury Nigeria Plc that participated in this study were 51 years and above indicating that respondents were adults.

Table 4.1.2 presented the demographic information of the respondents. As shown in Table 4.1.2, 290 of the respondents which representing 74.4% were males while 100 representing 25.6% of the respondents were females. This simply indicates that majority of the staffs of PZ Cussons Plc and Cadbury Nigeria Plc that participated in this study were males.

The educational qualification of the respondents revealed that 10 (2.6%) were SSCE holders, 154 (39.5%) were OND/NCE holders, 146 (37.4%) were HND/B.Sc holders, and 80 (20.5%) were MBA/M.Sc/Ph.D holders respectively. This indicates that majority of the respondents that participated in the study were OND/NCE holders.

On the basis of years of working experience, 76 respondents representing 19.5% have between 0 – 5 years of experience, 128 (32.8%) have between 6 – 10 years of experience, 77 (19.7%) have 11 – 15 years of experience and 109 (27.9%) of the respondents are 15 years and above on the basis of work experience. The result indicates that the respondents are experienced in their fields.

Based on the staff category, as indicated in Table 4.1.2, 40 (10.3%) were management staffs, 118 (40.4%) were senior staffs and 232 (59.5%) were junior staffs. Having had about 60% of the entire sample, the majority of the respondents that participated in the study were junior staffs.

4.3. RELEVANCE MULTINATIONAL CORPORATION HAVE ON THE EMPLOYMENT RATE IN NIGERIA

This section presents the opinion of respondents in response to research question one that seeks to evaluate the effect of MNCs on Nigerian Employment rate

Table 4.3.1. Multinational companies engage high level of workers in Nigeria thereby promoting Nigerian economy.

Items	Frequency	Percentage (%)
Disagree	48	12.3
Strongly Disagree	0	0.0
Agree	193	49.5
Strongly Agree	149	38.2
Total	390	100.0

Source: Field Survey 2022

Table 4.3.1 above presented the result of the frequency distribution in response to whether multinational companies engage high level of workers in Nigeria in order to promote Nigerian economy. The table showed that majority of the respondents 49.5% agreed, a larger percentage (38.2%) strongly agreed while 12.3% disagreed that multinational companies engage high level of workers in Nigeria thereby promoting Nigerian economy. Hence, majority strongly agreed that multinational companies engage high level of workers in Nigeria thereby promoting Nigerian economy.

Table 4.3.2: MNCs, engage high level Nigerians workers without discrimination.

Items	Frequency	Percentage (%)
Disagree	39	10.0
Strongly Disagree	87	22.3
Agree	184	47.2
Strongly Agree	80	20.5
Total	390	100.0

Source: Field Survey 2022

Table 4.3.2 above presented the result of the frequency distribution of staffs in response to whether MNCs, engage high level Nigerians workers without discrimination. The table showed that majority of the respondents (47.2%) agreed, 20.5% of the respondents agreed, 22.3% of the respondents strongly disagreed and a few of the respondents (10.0%) disagreed that MNCs, engage high level Nigerians workers without discrimination. Hence, majority strongly agreed that MNCs, engage high level Nigerians workers without discrimination.

Table 4.3.3: The rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians

Items	Frequency	Percentage (%)
Disagree	40	10.3
Strongly Disagree	125	32.1
Agree	108	27.7
Strongly Agree	117	30.0
Total	390	100.0

Source: Field Survey 2022

Table 4.3.3 above presented the result of the frequency distribution of staffs in response to if the rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians. The table showed that majority of the respondents 32.1% strongly disagreed, a large percentage (30.0%) however agreed, 27.7% also agreed and 10.3% disagreed that the rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians. Hence, majority strongly agreed that the rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians.

Table 4.3.4: Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy.

Items	Frequency	Percentage (%)
Disagree	30	7.7
Strongly Disagree	40	10.3
Agree	195	50.0
Strongly Agree	125	32.1
Total	390	100.0

Source: Field Survey 2022

Table 4.3.4 above presented the result of the frequency distribution in response to whether Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy. The table showed that majority of the respondents 50.0% agreed, 32.1% agreed, 10.3% strongly disagreed and 7.7% disagreed that Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy. Hence, majority agreed that Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy.

Table 4.3.5: Contribution of MNCs to Nigerian economy is minimal because few Nigerians are employed and their profits and always transfer to their parent companies.

Items	Frequency	Percentage (%)
Disagree	30	7.7
Strongly Disagree	97	24.9
Agree	118	30.3
Strongly Agree	145	37.2
Total	390	100.0

Source: Field Survey 2022

Table 4.3.5 above presented the result of the frequency distribution in response to whether contribution of MNCs to Nigerian economy is minimal because few Nigerians are employed and their profits and always transfer to their parent companies. The table showed that majority of the respondents 37.2% strongly agreed, 30.3% agreed, 24.9% strongly disagreed and 7.7% disagreed. Hence, majority strongly agreed that contribution of MNCs to Nigerian economy is minimal because few Nigerians are employed and their profits are always transferred to their parent companies.

4.4: RELATIONSHIP BETWEEN ACTIVITIES OF MNCS AND GROSS DOMESTIC PRODUCT IN NIGERIA

This section is intended to illustrate the association between activities of MNC's and Gross Domestic product in Nigeria.

4.4.1: Profits of MNCs provide substantial national income for Nigeria.

Items	Frequency	Percentage (%)
Disagree	50	12.8
Strongly Disagree	38	9.7
Agree	222	56.9
Strongly Agree	80	20.5
Total	390	100.0

Source: Field Survey 2022

Table 4.4.1 above presented the result of the frequency distribution in response to whether profits of MNCs provide substantial national income for Nigeria. The table showed that 56.9% agreed, 20.5% strongly agreed, 12.8% disagreed and 9.7% strongly disagreed that profits of MNCs provide substantial national income for Nigeria. Hence, majority of the respondents strongly agreed that profits of MNCs provide substantial national income for Nigeria.

4.4.2: Employment generated by MNCs Nigeria accelerate national economy

Items	Frequency	Percentage (%)
Disagree	30	7.7
Strongly Disagree	20	5.1
Agree	290	74.4
Strongly Agree	50	12.8
Total	390	100.0

Source: Field Survey 2022

Table 4.4.2 shows response on whether employment generated by MNCs Nigeria accelerate national economy. The response reveals that 74.4% agreed, 12.8% agreed, a few (7.7%) of the respondents disagreed and 5.1% strongly disagreed that employment generated by MNCs Nigeria accelerate national economy. This implies that employment generated by MNCs Nigeria accelerate national economy.

4.4.3: Investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income.

Items	Frequency	Percentage (%)
Disagree	29	7.4
Strongly Disagree	50	12.8
Agree	149	38.2
Strongly Agree	162	41.5
Total	390	100.0

Source: Field Survey 2022

Table 4.4.3 presented the results of respondents on the statement investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income. It was shown that 41.5% strongly agreed, 38.2% agreed, 12.8% strongly disagreed and 7.4% disagreed that investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income. Hence, majority of the respondents agreed that investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income.

4.4.4: Diverse products produced and services rendered by MNCs have paved way for higher per capita income of Nigerians.

Items	Frequency	Percentage (%)
Disagree	30	7.7
Strongly Disagree	40	10.3
Agree	240	61.5
Strongly Agree	80	20.5
Total	390	100.0

Source: Field Survey 2022

Table 4.4.4 presented the results of respondents on the statement diverse products produced and services rendered by MNCs have paved way for higher per capita income of Nigerians. It was indicated that 61.5% agreed, 20.5% strongly agreed, 10.3% strongly agreed and 7.7% disagreed. Hence, from the response, it can be inferred that diverse products produced and services rendered by MNCs have paved way for higher per capita income of Nigerians.

4.4.5: Investment Opportunities created by MNCs in Nigeria economy have made the economy to be buoyant in terms of national income.

Source: Field Survey 2022

Table 4.4.5 presented the results of respondents on the statement investment Opportunities created by MNCs in Nigeria economy have made the economy to be buoyant in terms of national income.

Items	Frequency	Percentage (%)
Disagree	40	10.3
Strongly Disagree	105	26.9
Agree	127	32.6
Strongly Agree	118	30.3
Total	390	100.0

It was indicated that 32.6% agreed, 30.3% strongly agreed, 26.9% strongly disagreed and 10.3% disagreed. Hence, from the response, it can be inferred that investment Opportunities created by MNCs in Nigeria economy have made the economy to be buoyant in terms of national income.

4.5: Reducing negative Impacts of MNCs to enhance Gross National Income

This section is reveals the reducing negative Impacts of MNCs to enhance Gross National Income

4.5.1: Effective environmental policies to address environmental factor is a key process to promote investments by MNCs for enhanced national income

Items	Frequency	Percentage (%)
Disagree	10	2.6
Strongly Disagree	113	29.0
Agree	177	45.4
Strongly Agree	90	23.1
Total	390	100.0

Source: Field Survey 2022

Table 4.5.1 above presented the result of the frequency distribution on the statement effective environmental policies to address environmental factor is a key process to promote investments by MNCs for enhanced national income. The response indicated that 45.3% which constitute the majority of the respondents agreed, 29.0% strongly disagreed, 23.1% agreed and 2.6% disagreed. Hence, majority strongly agreed that effective environmental policies to address environmental factor is a key process to promoting investments by MNCs for enhanced national income.

4.5.2: Laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs

Items	Frequency	Percentage (%)
Disagree	0	0.0
Strongly Disagree	113	29.0
Agree	120	30.8
Strongly Agree	157	40.3
Total	390	100.0

Source: Field Survey 2022

Table 4.5.2 presented the results of respondents on the statement laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs. The laws should be enforced in the organization. It was shown that 40.3% strongly agreed, 30.8% agreed and 29.0% strongly disagreed that laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs. Hence, majority of the respondents agreed that laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs.

4.5.3: If profits of MNCs are not repatriated to their home countries, Nigerian economy will witness rapid growth

Items	Frequency	Percentage (%)
Disagree	10	2.6
Strongly Disagree	40	10.3
Agree	148	37.9
Strongly Agree	192	49.2
Total	390	100.0

Source: Field Survey 2022

Table 4.5.3 presented the results of respondents on the statement if profits of MNCs are not repatriated to their home countries, Nigerian economy will witness rapid growth. It revealed that 49.2% strongly agreed, 37.9% agreed, 10.3% strongly agreed and 2.6% disagreed. Hence, majority of the respondents strongly agreed that if profits of MNCs are not repatriated to their home countries, Nigerian economy will witness rapid growth.

4.5.4: Technology transfer by MNCs into Nigerian economy from home countries will be a significant step towards achieving remarkable improvement in national output.

Items	Frequency	Percentage (%)

Source: Field Survey 2022

Disagree	20	5.1
Strongly Disagree	10	2.6
Agree	158	40.5
Strongly Agree	202	51.8
Total	390	100.0

Table 4.5.4 presented the results of respondents on the technology transfer by MNCs into Nigerian economy from home countries will be a significant step towards achieving remarkable improvement in national output. It revealed that 51.8% strongly agreed, 40.5% agreed, 5.1% disagreed and 2.6% strongly disagreed. Hence, majority of the respondents strongly agreed that technology transfer by MNCs into Nigerian economy from home countries will be a significant step towards achieving remarkable improvement in national output.

4.4.5: Strong Labor laws against racial discrimination and lack of equity is salary structure between the expatriates and Nigerians among MNCs will accelerate national economy and per capital income.

Items	Frequency	Percentage (%)
Strongly Disagree	30	7.7
Disagree	40	10.3
Agree	119	30.5
Strongly Agree	201	51.5
Total	390	100.0

Source: Field Survey 2022

Table 4.4.5 presented the results of respondents on the statement strong labor laws against racial discrimination and lack of equity is salary structure between the expatriates and Nigerians among MNCs will accelerate national economy and per capital income. It was shown that 30.5% agreed, the majority of the respondents (51.5%) strongly agreed, 10.3% disagreed and 7.7% strongly disagreed. Hence, majority of the respondents affirmed that strong labor laws against racial discrimination and lack of equity is salary structure between the expatriates and Nigerians among MNCs will accelerate national economy and per capital income.

4.6 HYPOTHESES TESTING

Table 4.7.1: Hypothesis One:

Ho: There is no significant relationship between existence of Multinational Corporation in Nigeria and employment rate in Nigeria

Correlations

			Existence of Multinational Corporation	Employment rate
Spearman's rho	Existence of Multinational Corporation	Correlation coefficient	1.000	0.854**
		Sig (2-tailed)		.000
	Employment rate	Correlation coefficient	0.854**	1.000
		Sig (2-tailed)	.000	
		N	390	390

Source: Field Survey 2022

The result above indicated that there is a strong positive correlation between existence of Multinational Corporation and employment rate having had a correlation coefficient "r" of 0.854. Also, the significant value (sig 2- tailed) "0.000" is lesser than the p-value (p-value = 0.05). This implies that the strong relationship observed between the two variables is significant. Hence, null hypothesis is rejected. That is, there is significant relationship between existence of Multinational Corporation in Nigeria and employment rate in Nigeria.

4.7.2: Hypothesis Two

Ho: There is no significant relationship between the activities of Multinational and Gross Domestic Product in Nigeria

Correlations

			Activities of Multinational Corporation	Gross Domestic Product
Spearman's rho	Activities of Multinational Corporation	Correlation coefficient	1.000	0.732*
		Sig (2-tailed)		.000
		Correlation coefficient	0.732*	1.000

	Gross Domestic Product	Sig (2-tailed)	.000	
		N	390	390

Source: Field Survey 2022

The result above indicated that there is a strong positive association between activities of Multinational Corporation and Gross Domestic Product. Having had a correlation coefficient “r” of 0.732, the association between activities of Multinational Corporation and Gross Domestic Product is strong. Also, the significant value (sig 2- tailed) “0.000” is lower than the p-value (p-value = 0.05) which indicated that the strong relationship observed between the two variables is significant. Hence, null hypothesis is rejected. This means that there is significant relationship between the activities of Multinational and Gross Domestic Product in Nigeria.

4.7.3: Hypothesis three:

Ho: There is no significant relationship between impacts of MNCs and national income in Nigeria

Correlations

			Impacts of MNCs	National income
Spearman’s rho	Impacts of MNCs	Correlation coefficient	1.000	0.587
		Sig (2-tailed)		.071
	National income	Correlation coefficient	0.587	1.000
		Sig (2-tailed)	.071	
		N	390	130

Source: Field Survey 2022

The result above indicated that there is a moderate positive correlation between the impacts of MNCs and national income. With a correlation coefficient “r” of 0.587, there is an indication that that there is a moderate positive correlation between impacts of MNCs and national income. Also, with a significant value (sig 2- tailed) of 0.071 which is higher than the p-value (p-value = 0.05), it indicates that the variables of consideration were not significant. Hence, null hypothesis is accepted. This means that is no significant relationship between impacts of MNCs and national income in Nigeria.

4.2 DISCUSSION OF THE FINDINGS

The general objective of this research was to evaluate the role of multinational corporations in Nigeria using Cabury Plc and PZ Cussons Plc. The general objective is further sub-divided into three specific objectives. The specific objectives drawn from these general objectives are to: examine the effect of Multinational Corporations on employment rate in Nigeria, examine the relationship between the activities of Multinational Corporation and Gross Domestic Product in Nigeria and proffer ways Nigeria can minimize the negative impacts of Multinational corporations relative to National Income.

A descriptive survey design was adopted in order to get information from selected respondents through structured questionnaire while evaluating the role of multinational corporations in Nigeria using Cabury Plc and PZ Cussons Plc. The data used for the study was collected from 400 respondents while 390 were found valid and therefore were used for analysis. Descriptive statistics and correlation analysis was conducted and the findings from the study are presented as follows.

The relationship between existence of Multinational Corporation and employment rate was investigated. The findings showed that there was significant relationship between existence of Multinational Corporation and employment rate. The relationship between the two variables is strong and significant. It implies that existence of Multinational Corporation is a significant determinant of employment rate. This finding tallies the findings of Onyewuchi and Obumneke (2013) which revealed that Multinational Corporations provide employment opportunities to Nigerians through the companies like Shell PB, Mobile, Chevron, and Coca cola, PZ Cussons, Cabury etc. Tirimba and Macharia (2014) also attested that Multinational corporations contribute to 65% of the non-governmental employment opportunities available at any given country of host.

The relationship between activities of Multinational Corporation and Gross Domestic Product was also investigated by the researcher. Findings showed that there is a positive and strong relationship between activities of Multinational Corporation and Gross Domestic Product. This implies that Profits of MNCs, Investment brought into Nigeria by MNCs and Diverse Products produced and services rendered by MNCs influences Gross Domestic Product. This finding does corroborate the findings of Bakare (2010) which revealed that the presence of multinational firms in host countries reduces the host countries' propensity to import and leads to increased competition in the host countries which promote efficient allocation of production resources.

Finally, the relationship between impacts of MNCs and national income was ascertained. The result indicated a moderate correlation between the variables of observation. Also, the observed variables (impacts of MNCs and national income) were insignificant. This finding differs the assertions made by Alexander, 2010) which revealed that there has been an increase investment levels and income in Nigeria has Lever Brothers, Nigeria plc, PC industries and City Bank Nigeria have paid the sum of N1,930,336,000 in the year 2000 as tax to the government between the years 1999 and 2000. Ilemona (2010) also averred in another study that oil sector of the economy has also witnessed an increased level of foreign direct investment as evidenced by the increasing numbers and operations of oil multinational corporations in the country.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATION

5.1 SUMMARY

This study focused on the evaluation of the role of multinational corporation on Nigerian economy.

The specific objectives were:

1. To examine the effects of multinational corporation unemployment rates in Nigeria

2. To examine the relationship between activities of multinational corporation and gross domestic products

3 To proffer ways Nigeria can minimise the negative impact of multinational corporation relative to national income

As to whether multinational companies engage high level of workers in Nigeria in order to promote Nigerian economy, the findings showed that majority of the respondents 49.5% agreed, a larger percentage (38.2%) strongly agreed while 12.3% disagreed that multinational companies engage high level of workers in Nigeria thereby promoting Nigerian economy. Hence, majority strongly agreed that multinational companies engage high level of workers in Nigeria thereby promoting Nigerian economy. In response to whether MNCs, engage high level Nigerians workers without discrimination, findings showed that majority of the respondents (47.2%) agreed, 20.5% of the respondents agreed, 22.3% of the respondents strongly disagreed and a few of the respondents (10.0%) disagreed that MNCs, engage high level Nigerians workers without discrimination. Hence, majority strongly agreed that MNCs, engage high level Nigerians workers without discrimination.

In response to if the rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians, results showed that majority of the respondents 32.1% strongly disagreed, a large percentage (30.0%) however agreed, 27.7% also agreed and 10.3% disagreed that the rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians. Hence, majority strongly agreed that the rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians.

As to whether Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy, findings revealed that majority of the respondents 50.0% agreed, 32.1% agreed, 10.3% strongly disagreed and 7.7% disagreed that Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy. Hence, majority agreed that Nigerian economy would have been in shambles if not for high level of investment by MNCs in Nigerian economy.

In response to whether contribution of MNCs to Nigerian economy is minimal because few Nigerians are employed and their profits and always transfer to their parent companies, findings showed that majority of the respondents 37.2% strongly agreed, 30.3% agreed, 24.9% strongly disagreed and 7.7% disagreed. Hence, majority strongly agreed that contribution of MNCs to Nigerian economy is minimal because few Nigerians are employed and their profits and always transfer to their parent companies.

In response to whether profits of MNCs provide substantial national income for Nigeria, results showed that 56.9% agreed, 20.5% strongly agreed, 12.8% disagreed and 9.7% strongly disagreed that profits of MNCs provide substantial national income for Nigeria. Hence, majority of the respondents strongly agreed that profits of MNCs provide substantial national income for Nigeria.

On whether employment generated by MNCs Nigeria accelerate national economy, the response reveals that 74.4% agreed, 12.8% agreed, a few (7.7%) of the respondents disagreed and 5.1% strongly disagreed that employment generated by MNCs Nigeria accelerate national economy. This implies that employment generated by MNCs Nigeria accelerate national economy.

On the statement investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income, it was shown that 41.5% strongly agreed, 38.2% agreed, 12.8% strongly disagreed and 7.4% disagreed that investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income. Hence, majority of the respondents agreed that investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income.

On the statement diverse products produced and services rendered by MNCs have paved way for higher per capita income of Nigerians, it was indicated that 61.5% agreed, 20.5% strongly agreed, 10.3% strongly agreed and 7.7% disagreed. Hence, from the response, it can be inferred that diverse products produced and services rendered by MNCs have paved way for higher per capita income of Nigerians.

On the statement investment Opportunities created by MNCs in Nigeria economy have made the economy to be buoyant in terms of national income, it was indicated that 32.6% agreed, 30.3% strongly agreed, 26.9% strongly disagreed and 10.3% disagreed. Hence, from the response, it can be inferred that investment Opportunities created by MNCs in Nigeria economy have made the economy to be buoyant in terms of national income. On the statement effective environmental policies to address environmental factor is a key process to promote investments by MNCs for enhanced national income, the response indicated that 45.3% which constitute the majority of the respondents agreed, 29.0% strongly disagreed, 23.1% agreed and 2.6% disagreed. Hence, majority strongly agreed that effective environmental policies to address environmental factor is a key process to promote investments by MNCs for enhanced national income.

On the statement laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs, it was shown that 40.3% strongly agreed, 30.8% agreed and 29.0% strongly disagreed that laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs. Hence, majority of the respondents agreed that laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs.

On the statement if profits of MNCs are not repatriated to their home countries, Nigerian economy will witness rapid growth, it revealed that 49.2% strongly agreed, 37.9% agreed, 10.3% strongly agreed and 2.6% disagreed. Hence, majority of the respondents strongly agreed that if profits of MNCs are not repatriated to their home countries, Nigerian economy will witness rapid growth.

On the technology transfer by MNCs into Nigerian economy from home countries will be a significant step towards achieving remarkable improvement in national output, it revealed that 51.8% strongly agreed, 40.5% agreed, 5.1% disagreed and 2.6% strongly disagreed. Hence, majority of the respondents strongly agreed that technology transfer by MNCs into Nigerian economy from home countries will be a significant step towards achieving remarkable improvement in national output. On the statement strong labor laws against racial discrimination and lack of equity is salary structure between the expatriates and Nigerians among MNCs will accelerate national economy and per capital income, it was shown that 30.5% agreed, the majority of the respondents (51.5%) strongly agreed, 10.3% disagreed and 7.7% strongly disagreed. Hence, majority of the respondents affirmed that strong labor laws against racial discrimination and lack of equity is salary structure between the expatriates and Nigerians among MNCs will accelerate national economy and per capital income.

Hypothesis one indicated that there is a strong positive correlation between existence of Multinational Corporation and employment rate having had a correlation coefficient “r” of 0.854. Also, the significant value (sig 2- tailed) “0.000” is lesser than the p-value (p-value = 0.05). This implies that the strong relationship observed between the two variables is significant. Hence, null hypothesis is rejected. That is, there is significant relationship between existence of Multinational Corporation in Nigeria and employment rate in Nigeria.

Hypothesis two indicated that there is a strong positive association between activities of Multinational Corporation and Gross Domestic Product. Having had a correlation coefficient “r” of 0.732, the association between activities of Multinational Corporation and Gross Domestic Product is strong. Also, the significant value (sig 2- tailed) "0.000" is lower than the p-value (p-value = 0.05) which indicated that the strong relationship observed between the two variables is significant. Hence, null hypothesis is rejected. This means that there is significant relationship between the activities of Multinational and Gross Domestic Product in Nigeria.

Hypothesis three indicated that there is a moderate positive correlation between the impacts of MNCs and national income. With a correlation coefficient "r" of 0.587, there is an indication that that there is a moderate positive correlation between impacts of MNCs and national income. Also, with a significant value (sig 2- tailed) of 0.071 which is higher than the p-value (p-value = 0.05), it indicates that the variables of consideration were not significant. Hence, null hypothesis is accepted. This means that is no significant relationship between impacts of MNCs and national income in Nigeria.

5.2 CONCLUSION

The importance of multinational enterprises cannot be ignored by the government of any country as they constitute one of the cornerstones of economic development in any country. Multinational enterprises are key players in driving industrial growth and development in Nigeria. Thus, the government needs to pay more attention to the multinational sector to aid growth and expansion. Multinational enterprises immensely contribute to employment generation, income generation, catalyzing development in the country at large, more focus should be on the performance of multinationals also because of the economic gains it brings. Government should formulate policies aimed at facilitating and empowering the growth, development, and performance of multinationals to enhance the socio-economic development of the economy like alleviating poverty, employment generation, enhance human development, and improve the social welfare of the people. The growth and development of Multinational enterprises have played a great role in developing and developed countries. It has created room for more employment opportunities, increased GDP growth, and capital formation, and also reduced poverty. Though some critics argued that they are the cause of environmental pollution and abuse of human rights. Some critics argued that it is re-colonialism in disguise, which has led to current causes of contemporary global income and social inequality. The activities of the MNCs in nations with indigenous technological advancement have proven to be a blessing to host countries, while countries that are characterized with monoculture providence and technologically less advanced nations like Nigeria, see MNCs as agents of imperialism and exploitation. Multinational enterprises contribute immensely to economic growth and development in an economy.

The aforementioned makes it clear that MNCs encourage the underdevelopment of host states, particularly in underdeveloped nations. Their desire for global capitalism has resulted in unequal development between rich and developing nations, severely impoverishing the latter rather than promoting growth. This impression is amplified by their operations in the Niger Delta of Nigeria. Environmental degradation brought on by oil pollution and gas flares, poverty, inadequate diffusion of appropriate technologies, institutional weakness, disruptive economic forces, policy distortions and inequity, inadequate education, a lack of appropriate methods for resource valuation, and the encouragement of conflict, militancy, and the proliferation of arms are some of the development challenges the region faces.

5.3 RECOMMENDATIONS

- The government should either convince or mandate multinational firms operating in the nation to boost the share of profits they reinvest in the nation and use to fulfill their social obligations to both their host communities and the nation at large. Additionally, this will avoid any unfavorable effects of those MNCs returning their enormous profits to their home nations.
- In the interests of both the business organization itself and society at large, the firm is anticipated to become more socially responsible. To do this and find further chances for cooperation and collaborative efforts, all key parties—companies, social activists, investors, employees, consumers, and the government—should forge long-lasting bonds.
- The government must sincerely work to boost labor productivity through trading programs, increase transparency, and enact laws that will direct investment in key industries.
- The government should take action, maybe through legislation, to shield local businesses from the unfair rivalry with MNCs that frequently results in their demise. Additionally, Nigerian customers ought to at least support local businesses, if only out of a sense of patriotism, as their goods and services are often just as good as those made abroad.
- The responsibility for encouraging joint venture agreements among local businesses should fall to a government agency like the Investment Commission, which should also give them the necessary support to prepare them for collaboration with foreign companies (MNCs).

5.4 CONTRIBUTION TO KNOWLEDGE

i. The study has contributed to knowledge in the area of gap in knowledge created. Past studies have examined Nigerian economy within the contexts of leadership, business ethics, regulatory institutions, trade relations, planning, political ideology, business survival, conflict management, however, little or nothing has been done in the area of role of multinational corporations and Nigerian economy.

ii. In the area of methodology of the research work, it has contributed to knowledge. This is manifested in the area of type of research design, sampling technique, method of data collection and data analysis method

iii. The study has brought to the fore how most of the multinational organisations take the issue of positive contribution to Nigerian economy with levity. This is an eye opener to the government to formulate policy that can compel multinational companies to focus more on development of Nigerian economy through remarkable investment and corporate social responsibility.

iv. The study will help Nigeria government to formulate good economic policy that can prevent infant industries from unnecessary competition from multinational corporations for economy of Nigeria to develop.

v. The study will assist other researchers to understand the effects of multinational companies on Nigerian economy and Nigerians working in these organizations and how to carry out further research work in this area.

5.5 SUGGESTIONS FOR FURTHER STUDIES

i. The study focused on the role of multinational companies on Nigerian economy, further studies can focus on multinational companies relative to social responsibility in Nigeria.

ii. Further studies can focus on comparative analysis of roles of multinational companies and indigenous companies relative to Nigerian economy.

iii. Further studies can even be directed towards the contribution of multinational companies to employment level relative to indigenous companies in Nigeria.

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APPENDIX

THE DEPARTMENT OF BUSINESS ADMINISTRATION

(BUSINESS ADMINISTRATION)

COLLEGE OF HUMANITIES, MANAGEMENT

OF AND SOCIAL SCIENCES.

MOUNTAIN TOP UNIVERSITY, OGUN STATE.

EVALUATION OF THE ROLE OF MULTI-NATIONAL CORPORATIONS, MNCs ON NIGERIAN ECONOMY
(A STUDY OF PZ CUSSONS NIGERIA PLC (ILUPEJU), LAGOS and CADBURY NIGERIA PLC (IKEJA), LAGOS – NIGERIA).

QUESTIONNAIRE

Dear Respondent,

My name is **FOLAWIYO DAMILOLA MARIAM.** I am a final year student of Mountain Top University. I am writing a project on the above-named topic in partial fulfilment of the requirements for the award of Bachelor of Science Degree in Business Administration. I will appreciate it if the questionnaire is completed to the best of your knowledge with utmost sincerity so as to achieve credible results. Your anonymity is guaranteed and the information provided will only be used for academic purpose, and will be treated with utmost confidentiality.

Thank you.

SECTION A

Instructions: Please indicate by ticking (√) in the appropriate box.

Please answer the following questions.

1 Age: 21-30 [ ] 31-40 [ ] 41-50 [ ] 51 and above [ ]

2 Gender: Male [ ] Female [ ]

3 Educational Qualification: SSCE [ ] OND/NCE [ ] B.Sc/HND [ ]

MBA/MS.c/Ph,D [ ]

4 Experience 0-5 Years [ ] 6-10 Years [ ] 11-15 Years [ ] 15 and Above [ ]

5. Staff category Management Staff [ ] Senior Staff [ ] Junior staff [ ]

SECTION B

Effects of MNCs on Nigerian Employment Rate

Please tick one choice for each of the following statements according to your degree of agreeableness with the following statements or indicate.

SA- Strongly agree (4), A- agree (3), SD- Strongly disagree (2), D- disagree (1)

SN	**Variable**	**SA**	**A**	**SD**	**D**
1.	Multinational companies engage high level of workers in Nigeria thereby promoting Nigerian economy.				
2.	MNCs, engage high level Nigerians workers without discrimination.				
3.	The rise in Nigerian Gross Domestic Product and National Income can be attributed to MNCs ability to employ many Nigerians.				

4.	Nigerian economy would have be in shambles if not for high level of investment by MNCs in Nigerian economy.				
5.	Contribution of MNCs to Nigerian economy is minimal because few Nigerians are employed and their profits and always transfer to their parent companies.				

SECTION C

Relationship between activities of MNCs and Gross Domestic Product in Nigeria

Please tick one choice for each of the following statements according to your degree of agreeableness with the following statements or indicate.

SA- Strongly agree (4), A- agree (3), SD- Strongly disagree (2), D- disagree (1)

SN	Variable	SA	A	SD	D
1.	Profits of MNCs provide substantial national income for Nigeria.				
2.	Employment generated by MNCs Nigeria accelerate national economy,				
3.	Investment brought into Nigeria by MNCs facilitate stable Gross Domestic Income.				
4.	Diverse Products produced and services rendered by MNCs have paved way for higher per capita income of Nigerians.				
5.	Investment Opportunities created by MNCs in Nigeria economy have made the economy to be buoyant in terms of national income.				

SECTION D

Reducing negative Impacts of MNCs to enhance Gross National Income

Please tick one choice for each of the following statements according to your degree of agreeableness with the following statements or indicate.

SA- Strongly agree (4), A- agree (3), SD- Strongly disagree (2), D- disagree (1)

SN	Variable	SA	A	SD	D
1.	Effective environmental policies to address environmental factor is a key process to promote investments by MNCs for enhanced national income.				
2.	Laws preventing discrimination in the work place will enable Nigerians to be employed into key management positions by MNCs.				
3.	If profits of MNCs are not repatriated to their home countries, Nigerian economy will witness rapid growth.				
4.	Technology transfer by MNCs into Nigerian economy from home countries will be a significant step towards achieving remarkable improvement in national output.				
5.	Strong Labor laws against racial discrimination and lack of equity is salary structure between the expatriates and Nigerians among MNCs will accelerate national economy and per capital income.				

THANK YOU