



Proposed model on the effect of training on deviancy among cadets in Nigeria Police Academy

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Abstract

Deviant behavior in Nigeria has been reported to constitute serious threat to service delivery in both public and private sector organizations. Police officers in Nigeria engaged in various deviant behaviors, including bribery, corruption, and extortion of civilians. Specifically, cadets at Nigeria Police Academy exhibited deviant behaviors such as bullying, fighting, sex offences, sexual harassment, absenteeism, violence behavior, disobedient to rules and regulations, alcohol consumption, vandalism, drug abuse, insulting/assaulting, stealing which necessitates this research. This article explores the relationship between training and deviancy among cadets in the Nigeria Police Academy, examining how structured training programs impact both skill development and behavioral outcomes. While these programs are designed to instill discipline, teamwork, and professionalism, deviant behavior can still emerge due to various factors, including individual traits, peer influence, and the training environment itself. Through a review of current research, the article highlights the importance of values-based leadership, emotional intelligence, and psychological resilience in minimizing deviancy. It also emphasizes the role of positive peer dynamics and early intervention in promoting ethical conduct. Ultimately, the article argues that a balanced approach to training focusing on both technical proficiency and character development—is essential for preparing cadets to succeed in their careers while maintaining high ethical standards.

Keywords: Training, Deviancy, Cadets, Nigeria, Police Academy

1. Introduction

Police training plays a crucial role in the development of police officers, because the training of police officers combines various educational components and is governed by organizational guidelines, police training is a complex, multifaceted topic (Kleygrewe *et al*, 2022). Compared to other occupations, police officers spend the entire beginning of their policing career training and preparing for the job (Wilson *et al.*, 2010). Thus, in order to strengthen the Nigeria Police Force with competent personnel, the academy was established to train cadets (Adebusuyi, 2023), and cadets may spend up to five years in basic training before they are considered police officers and encounter any job-specific situations independently. This comparatively long period of initial training makes sense when

considering that police officers respond to diverse and complex on duty demands on a daily basis (Di Nota *et al*, 2024; Anderson *et al.*, 2002; Gershon *et al.*, 2009; Paton, 2009; Nicholson-Crotty *et al.*, 2018). Police officers are tasked with enforcing laws, protecting civilian life and property, responding to (emergency) calls, and apprehending and arresting criminals, to name only a few. Consequently, it is likely for police officers to encounter complex, high-risk situations (Di Nota *et al*, 2024; Marenin, 2004; Ali & Pirog, 2019; Waddington *et al.*, 2012). Dealing with these high-risk situations adequately requires expansive knowledge and skills, which police officers ought to acquire in training. Police academies and law enforcement agencies are responsible for equipping officers with the relevant skills



to successfully resolve any on-duty demands placed upon them (Oberfield, 2014; Chappell, 2008).

Deviance is a violation of established contextual, cultural, or social norms, whether folkways, mores, or codified law (Ahmed et al., 2024; Sumner 1906). The question, “What is deviant behaviour?” cannot be answered in a straightforward manner (Little, 2014). This follows from two key insights of the sociological approach to deviance (which distinguish it from moral and legalistic approaches). Firstly, deviance is defined by its social context. To understand why some acts are deviant and some are not, it is necessary to understand what the context is, what the existing rules are, and how these rules came to be established. If the rules change, what counts as deviant also changes. As rules and norms vary across cultures and time, it makes sense that notions of deviance also change. Whether an act is deviant or not depends on society’s definition of that act. Acts are not deviant in themselves. The second sociological insight is that deviance is not an intrinsic (biological or psychological) attribute of individuals, nor of the acts themselves, but a product of *social processes*. The norms themselves, or the social contexts that determine which acts are deviant or not, are continually defined and redefined through ongoing social processes political, legal, cultural, among others. One way in which certain activities or people come to be understood and defined as deviant is through the intervention of moral entrepreneurs (Little, 2014).

The Nigeria Police Academy Wudil was established in 2003 by the Nigerian federal government, this institution is meant to provide a common higher education as well as specific police training. The origin of the Nigeria Police Academy dates back to the early 80s when the Government of Nigeria in 1981 requested the British Government to make available to Nigeria, some United Kingdom Police officers to assess the

training needs of the Nigeria Police. The Academy officially took off simultaneously in 1988 at two temporary campuses; the Police training school Challawa, Kano where cadet Inspectors were trained; and the Police College Kaduna, where cadet ASPs were trained. The two campuses were merged and relocated to its permanent site in Wudil, Kano, after it was formerly Commissioned on the 2nd April 1996, by then Head of State and Commander in Chief of the Armed forces, General Sani Abacha, GCON, DSS, mni., with the expectation that the Academy will be affiliated to a University for degree awarding courses. In the year 2012, the Federal Government of Nigeria upgraded the Nigeria Police Academy Wudil- Kano State, to a degree-awarding institution, and the National Universities Commission, accordingly, recognized the Academy as the thirty-seven (37th) Federal University and the one hundred and twenty fourth (124th) University in Nigeria. Academy activities commenced in September 2012 (Info Guide Nigeria; April 13 2024).

The implication of deviant behavior by cadets of the Nigeria Police Academy on the whole Nigeria Police Academy community could be significant, both in terms of its impact on the reputation of the academy and in terms of potential harm to individuals or groups affected by the deviant behavior. Firstly, when cadets engage in deviant behavior such as bullying, hazing, sexual harassment, or other misconduct, it can tarnish the reputation of the Nigeria Police Academy (Erhurhu, 2021). People may view the academy as a place that condones or even encourages such behavior, which can have a negative impact on the public's perception of the Nigerian Police Force as a whole. Secondly, the safety and well-being of individuals or groups affected by the deviant behavior may be compromised. Victims of bullying, hazing, and other forms of abuse may experience physical



and emotional harm, leading to long-term trauma and mental health issues. Additionally, the culture of deviance may create a toxic environment that negatively impacts the mental and emotional health of all individuals in the community, including those who are not directly affected by the misconduct. It is essential that the academy takes quick and decisive action to address such behavior and prevent its potential consequences.

However, training of cadets within the Nigeria Police Academy is a critical process aimed at shaping the professional and ethical conduct of future officers. While training programs are designed to instill discipline, foster teamwork, and promote ethical decision-making (Li, Nicholson & Nicholson-Crotty, 2021; Blumberg et al., 2019), there is a growing concern about the persistence of deviant behavior among cadets. Despite the substantial investments in training initiatives, the extent to which these programs effectively mitigate or exacerbate deviant behavior among cadets remains unclear. Therefore, training can be effective in reducing deviant behavior, particularly when the training is targeted at specific behaviors and is delivered in a supportive, motivational environment. However, it is important to note that not all training programs are equally effective, and more research is needed to identify the most effective approaches for reducing deviant behavior. It is against this study aimed at examining the effects of training on deviancy among cadets in Nigeria Police Academy.

2. Literature Review

2.1 Training

Training is the process of transitioning knowledge, skills and approaches through an individual or a group of people to another individual or group to bring changes in cognitive, approach and skill structures (Sadri, 2004). Armstrong (2023) defined training as the use of systematic

and planned instruction activities to promote learning. Training is a process of learning a sequence of programmed behavior. It is application of knowledge and it attempts to improve the performance of employee on the current job and prepares them for the intended job (Memoria, 2000) The concept of training carries with it the implications of a deliberate attempt to develop skills, as distinct from a more reflective evaluative undertaking implied by education; a more limited exercise, with recognizable end products in terms of practice. It follows that in a training exercise there are skills to be identified and developed and further, these skills can in some measure be defined, if only initially, ostensibly. Training, therefore, in these terms carries with it an obligation to identify, describe and subsequently develop specific skills or behaviours (Taylor, 1982)

The objectives of the training of police officers will be the inculcation of knowledge and professional skills and the development of attitudes appropriate to their work and the people they come into contact with. Police training should, in addition, be given the necessary bias for science and technology. (Gore, 1975; Li, Nicholson Crotty & Nicholson Crotty, 2020). According to Sheehe (1945), Police training involves the very development of individual police officers. It prepares them to do a job better. In fact, unless there is improvement in the worker and the performance of his work, there has been no real training. In order to do his job better, the individual must be equipped with the "know whats," "know hows," and the "know whys" involved in police work. Police officers need to be fully trained in order to carry out their duties which is generally thought of as "Protecting and Serving" the public. The structure of the academy is not just important for what recruits are trained on, but equally as important is how they are trained. "... Candidates enter the field with positive



values, a notion of helping people and making a difference... yet within a short period of exposure to the occupation, attitudes and values undergo significant change..." (Ford, 2003; O'Neill et al., 2018).

2.2 Deviancy

Deviance simply means to go astray (Nala & Ishaya, 2013). In sociology, social deviance or deviance means those behaviours or characteristics that violate significant social norms and expectations and are negatively valued by a large number of people (Gary, 2007). Social deviance is a concept used in the social sciences to represent all social actions – or in some cases words and images – that transgress socially accepted behavioural norms and ethical standards (Hall, 2014). Deviance does not refer only to individual behavior; it concerns the activities of groups as well. (Little, 2023)

Deviance is seen by lots of people as a bad behaviour because it constitutes social problems (Nala & Ishaya, 2013). This is because deviant behaviour affects the smooth flow of social interaction and impairs social organization. As a result of the chaotic phenomena of deviant behaviour, government and government officials divert and allocated huge number of resources into modern agents of social control such as buying bullet proof cars, uniforms for Police and Prison Officers, construct Police stations, courts and Prisons all over the country. All these agents are meant to enforce or set conformity. These resources could have been invested into other profitable area such as industries, agriculture, education, human and society development. Furthermore, deviant behaviour also undermines trust. For instance, as a result of activities of some few individuals in drug trafficking, fraud, armed robbery, kidnapping, and religious war, some people no longer have confidence in Nigerians. The deviant behaviour of few

Nigerians has dainted the image of our country (Nala & Ishaya, 2013).

On the other hand, deviant behaviour has positive effects too (Nala & Ishaya, 2013). Firstly, if everybody was afraid to risk that label of deviants, social control would be extremely rigid. Blacks in South Africa would have been contented with apartheid rule, women would have be satisfied with subordinate roles, Nigeria could have been contented with Colonial rule, and Niger-Delta could have been satisfied with governments' marginalization and exploitation of both their natural and human resources. Secondly, all social changes start as deviant behaviour. Lots of people had to risk their lives and reputation to effect social changes. For instance, in Africa during the Colonial era freedom fighters like Zik of Africa, Dr. Kenneth Kaunda, and Nelson Mandela were tagged political deviants. But the consistent and persistent struggles brought about political changes from the shackles of colonialism to independence of Africa and their freedom fighters; for example, Nelson Mandela was recently given befitting funeral rites because of his positive act of deviance. (Nala & Ishaya, 2013; Shatskaya, & Senina, 2023).

2.3 Relationship between Training and Deviancy

Wang, Qu and Zhao (2020) conducted a study on the link between police cadets' field training and deviant attitudes towards police work in China. Ordinary least square (OLS) regression models were used in the study. Findings derived from multiple regression revealed a significant relationship between training and deviancy. Also, Ibrahim et al., (2022) carried out a research on "the Role of Employee On boarding Training Program in Mitigating Deviant Workplace Behaviour: Job Satisfaction as a Mediator "in Malaysia. The paper aims to investigate training programs that could influence deviant workplace behaviour and the social exchange theory is the underpinning

theory. The study finds a significant relationship between training and deviancy.

Mathys et al., (2013) investigated “Deviancy and Normative Training Processes in Experimental Groups of Delinquent and No delinquent Male Adolescents” in Belgium. The purpose of the study is to examine the relationship between the variables through the predictors and the moderators of group characteristics that influence deviancy and normative training processes in delinquent male adolescents. Primary sources of data were collected among three group sessions and was analysed using statistical tool. The findings revealed a significant relationship between training and deviancy.

Ford, Foreman and Harris (2020). Investigated the influence of Military Training on deviance at workplace. The purpose of their study examines the relationship between training and deviancy through comparing the levels of workplace deviance between military and non-military organizations. Sample data from college football are utilized and with the application of primary source. The findings from an empirical model indicate a relationship between training and deviancy.

On the contrary, Nwabude et al., (2023), conducted a research on “Training Effectiveness and Deviant Behaviors of Manufacturing Companies in Port Harcourt and Obio-Akpor” Nigeria. Survey design was espoused in the research and the population was 2540 managerial staffs of ten (10) manufacturing firms in Port Harcourt and Obio-Akpor and the sample was 335 of which only 315 copies were suitable for analyses. PPMC statistical tool was applied in testing our four formulated hypotheses. It was revealed that training effectiveness dimensions (individual and corporate performance) have a negative relationship with deviant behaviour measures (interpersonal and corporate deviances) of manufacturing businesses in Port Harcourt. Hence, it was recommended that training ought not only be done but the firm should ensure that every training carried out should not only be effective but there must be constant evaluation to reduce both interpersonal and corporate deviances amid employees of manufacturing businesses in Port Harcourt and Obio-Akpor, and by implication, the entire State.

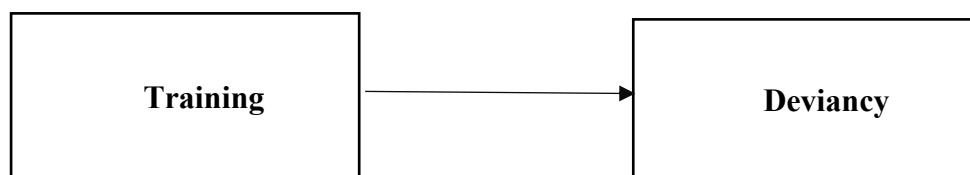


Fig 1: Proposed Model

Proposed conceptual model

As previously mentioned, the main purpose of this article is to present a model which shows the relationship between training and deviancy among cadets in Nigeria Police Academy, Kano. This proposed model is arrived at based on the review of

past literatures as it was found that this study requires investigation. The model shows the effect of training on deviancy. The line between the boxes shows direct relationship between the independent variable and dependent variable. Thus, the proposed model tends to critically look at the influence that training has on deviancy with the aim of finding solution to the envisaged results upon data



collection and analysis, as well as making appropriate recommendations accordingly.

3. Proposed Methodology

The present study also proposes the use of questionnaire and also propose the use of survey. Questionnaire for this study is important especially because it serves as a means of collecting information from a wider sample than can be reached by personal interview (Kabir, 2016). Previous empirical researches have employed survey research design and the unit of analysis is the employees of the organization as respondents in providing appropriate answers to the administered questionnaire. The questionnaire was used as appropriate instrument for data collection so as to reach maximum number

of respondents compared to interview were just a few respondents can be reached. Thus, the present study also proposes the use of questionnaire and as well as the use of survey. The questionnaire will be distributed to cadets of Nigerian Police Academy who are total number of 3689 cutting across level one to four which is the final year. Considering the nature of the research, probability sampling as well as simple random sampling would be used to select the respondents accordingly so as to have equal selection of the population for accuracy. Also, latest version of SPSS would be used for data analysis in examining the effect of independent variable on the dependent variable.

Table 1: Population of Cadets in the Nigeria Police Academy, Wudil, Kano State.

S/N	Levels in Nigeria Police Academy	No. of Cadets
1	Regular Course 7	1337
2	Regular Course 8	748
3	Regular Course 9	798
4	Regular Course 10	766

(Source: Nigeria Police Academy, 2024)

4. Conclusion

The present research proposed a model which shows the effect of training on deviancy among cadets in Nigeria Police Academy, Kano-Nigeria. A review of related literatures reveals that training has an influence on deviancy. Organizations that capitalizes on effective training can have a chance of achieving superior influence of employees or cadets deviancy in organization or institutions as the case may be. Nigeria Police Academy need to focus critically on effective training as well as getting appropriate feed training feedback for effective adjustments and implementations for the achievement of organizational aims and objectives in an effective and efficient manner. Despite extensive research on training and deviant behavior, several gaps remain in the

existing literature concerning the effect of training on deviancy among cadets. Thus, the present study tends to fill the gap by looking at the effect of effective training on cadet's deviancy in Nigeria Police Academy, Kano as no study has been carried out in this chosen field and variables. The Implications and findings of this study would be of benefit to the government, administrators, managers, police officers as well as other enforcement agencies among others. Also, the result of the proposed findings will assist the management and cadets of the Nigeria Police Academy on the most appropriate and effective training methods that can be integrated into their programs so as to improve ethical behavior and reduce deviancy. In practical terms, the proposed conceptual paper will serve as a guide for research in the field of deviancy in conducting future research.



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