

Impact of Conflict Resolution Skills on Community Peace and Family Cohesion in Kogi State, Nigeria

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ABSTRACT

This study investigates the impact of conflict resolution skills on community peace and family cohesion in Kogi State, Nigeria. Conflict resolution skills, which include active listening, empathy, negotiation, and problem-solving, are essential for effectively management of disputes within families and communities. The research highlights the necessity of these skills in fostering constructive communication, which lead to a more harmonious environment for families and the broader community. The study addresses two primary research questions: the relationship between conflict resolution skills and community peace, and the relationship between conflict resolution skills and family cohesion. Utilizing a descriptive correlational research design, data were collected from 400 adult respondents in Kogi State through structured questionnaires. The findings reveal a significant positive relationship between conflict resolution skills and both community peace ($r = 0.584, p = 0.001$) and family cohesion ($r = 0.598, p = 0.003$). These results indicate that enhancing conflict resolution skills among parents can lead to improved family dynamics and, subsequently, greater community harmony. The implications of these findings underscore the need for targeted interventions, such as conflict resolution training programs for parents and educational institutions. By equipping individuals with effective conflict resolution strategies, it is possible to foster stronger family bonds and promote social cohesion within communities. The study concludes that the cultivation of conflict resolution skills is vital for achieving sustainable peace and stability in Kogi State, emphasizing the role of parents as models for conflict management within their families and communities.

Keywords: *Conflict resolution skills, community peace and family cohesion.*

Introduction

Conflict resolution skills are essential abilities that enable individuals to manage and resolve disputes effectively. These skills encompass a range of techniques, including active listening, negotiation, empathy, and problem-solving (Eze, Ibe, & Okafor, 2019). In the context of parenting, these skills play a crucial role in shaping how parents handle disagreements, not only within the family but also in their interactions with the broader community. Fostering constructive communication and understanding, parents create a more harmonious environment for their children and themselves (Alabi & Ibe, 2021).

Community peace is the state of tranquility and mutual respect within a society, where individuals coexist without hostility or violence. It is characterized by a sense of security, cooperation, and social cohesion among community members (Kanu & Amadi, 2022). In Kogi State, like other regions, achieving and maintaining community peace is vital for overall development and well-being. Factors such as effective communication, trust, and shared values contribute significantly to fostering a peaceful community atmosphere (Idowu & Nwankwo, 2024).

Family cohesion, on the other hand, is the degree of connectedness and emotional bonding among family members. It is essential for nurturing strong relationships and providing a supportive environment for children (Ishola & Afolabi, 2019). Families with high levels of

cohesion are better equipped to navigate challenges and conflicts, which lead to healthier and dynamics living. Where cultural values emphasize family ties, promoting cohesion is crucial for the stability of both families and the wider community (Haasan & Fatai, 2024).

The interplay between conflict resolution skills, community peace, and family cohesion is significant, effective conflict resolution strategies employed by parents can lead to healthier and dynamics family, which in turn contribute to a more peaceful community living (Adeyemi & Yekini, 2021). When families model, constructive conflict management, not only strengthen internal relationships but also promote a culture of understanding and cooperation in their neighborhoods. This ripple effect enhances social harmony and reduces tensions within the community (Eze & Olatunji, 2023). Moreover, as parents develop conflict resolution skills, create an environment where children learn the importance of dialogue and compromise. This educational aspect is vital, as children who observe effective conflict management are likely to carry these lessons into interactions with peers and community members (Afolabi & Adeyemi, 2024). Consequently, the cultivation of these skills has far-reaching implications for both family and community dynamics, fostering a culture of peace and collaboration.

Despite the existing knowledge of conflict resolution and its benefits, there remains a gap in understanding how specifically these skills among parent's impact community peace and family cohesion in Kogi State.

Statement of the Problem

The issues associated with parenting conflict resolution skills in Kogi State are multifaceted and often lead to detrimental effects on both family cohesion and community peace. Many parents lack the necessary training and resources to manage conflicts effectively, resulting in unresolved disputes that can escalate into more significant issues. This deficiency can lead to dysfunctional family dynamics, where misunderstandings and hostility become prevalent. Consequently, these unresolved conflicts not only affect the immediate family but also have a ripple effect on the surrounding community, fostering an environment of distrust and tension. The root causes of these challenges often stem from cultural norms and limited access to conflict resolution education. In many cases, traditional methods of conflict management may promote avoidance rather than constructive engagement. Additionally, socioeconomic factors can restrict parents' opportunities to learn and practice effective conflict resolution skills. As a result, families may struggle to maintain cohesion, and communities may experience increased discord. Despite the recognition of these issues, there remains a significant gap in understanding how the enhancement of parenting conflict resolution skills can directly influence both family cohesion and community peace in Kogi State.

Purpose of the Study

The purpose of the study is to examine the impact of conflict resolution skills on community peace and family cohesion in Kogi State. For the purpose of the study the following are the specific objectives of the study;

1. examine the relationship between conflict resolution skills and community peace in Kogi State?
2. determine the relationship between conflict resolution skills and family cohesion in Kogi State?

Research Questions

The following research questions guide the study;

1. What is the relationship between conflict resolution skills and community peace in Kogi State?
2. What is the relationship between conflict resolution skills and family cohesion in Kogi State?

Literature Review

Concept of Conflict Resolution Skills

Conflict resolution skills encompass a set of competencies that individuals use to address disagreements and disputes constructively. These skills include active listening, empathy, negotiation, and problem-solving (Yekini & Amadi, 2022). Active listening involves fully engaging with the speaker, ensuring that their perspectives and feelings are acknowledged. This foundational skill is crucial for understanding the underlying issues that contribute to conflict, allowing for a more informed and empathetic response (Amadi, Dada & Kanu, 2022).

Empathy, is another vital component, which enables individuals to view situations from others' perspectives. By understanding the emotions and motivations of those involved in a conflict, parents can respond more thoughtfully and effectively (Uche & Johnson, 2024). This emotional intelligence fosters an environment where open dialogue can occur, reducing the likelihood of escalation and promoting resolution. When parents model empathy in their interactions, they teach their children the importance of considering others' feelings, which is essential for healthy relationships (Anigbo, Oluwaseun & Johnson, 2023).

Negotiation skills are also critical in resolving conflicts, as people involve finding common ground and reaching mutually acceptable solutions (Oluwaseun & Yekini, 2021). Effective negotiation requires clear communication and a willingness to compromise. Parents who demonstrate these skills can help their children learn how to navigate disputes with peers and family members, equipping the society with tools that will benefit them throughout their lives (Rotimi, Fatai, Dangana & Hassan, 2024). This proactive approach to conflict resolution can lead to healthier family dynamics and improved relationships within the community.

Problem-solving skills complete the framework of conflict resolution; these skills allow individuals to identify the root causes of conflicts and develop practical solutions. Onwuegbzie and Olatunji (2022) noted that parents who engage in collaborative problem-solving create an atmosphere of teamwork and cooperation, encouraging their children to contribute to finding resolutions. By fostering these skills, parents can significantly enhance family cohesion and contribute to a more peaceful community, as children learn the importance of constructive conflict management from an early age.

Community Peace

Community peace refers to a state of harmony and mutual respect among individuals within a society, where conflicts are managed constructively and relationships are characterized by cooperation. It encompasses not only the absence of violence but also the presence of positive social interactions (Kanu, 2022). In a peaceful community, individuals feel safe, valued, and connected to one another, fostering an environment conducive to growth and development. This sense of security is essential for the well-being of residents and the overall health of the community (Nwankwo & Patrick, 2023). Based on the above, Obaje (2021) observed that interaction implies mutual action of people who assume attitudes and behavioural exhibition to one another, which bilaterally defines their conduct.

One of the critical components of community peace is social cohesion, which refers to the bonds that unite individuals within a community. Strong social ties enhance trust, cooperation, and collective responsibility, making it easier to resolve conflicts amicably (Hassan & Fatai, 2024). Communities with high levels of social cohesion are better equipped to address challenges collaboratively, as residents are more likely to support one another in times of need. This interconnectedness not only contributes to individual well-being but also strengthens the community as a whole (Nwankwo, 2022).

Additionally, effective communication plays a vital role in fostering community peace. Open channels of communication allow residents to express their concerns and grievances without fear of retribution (Eze & Olatunji, 2023). When community members engage in dialogue, they can address misunderstandings and find common ground, leading to more

harmonious relationships. Promoting forums for discussion and conflict resolution can help build a culture of transparency and inclusivity, further enhancing community peace (Awojobi, 2022).

The role of leadership in promoting community peace cannot be overstated. Leaders who prioritize conflict resolution, promote inclusivity, and model respectful behavior set the tone for the community. By fostering an environment where diverse voices are heard and respected, leaders can help cultivate a sense of belonging among residents (Idowu & Nwankwo, 2024). Ultimately, community peace is a collective effort that requires the participation and commitment of all members, ensuring a stable and thriving environment for future generations.

Family Cohesion

Family cohesion refers to the emotional bonding and interconnectedness among family members, which plays a crucial role in shaping family dynamics and relationships. It encompasses the level of support, affection, and commitment that individuals feel toward one another (Ishola & Afolabi, 2019). High family cohesion is characterized by open communication, shared values, and mutual respect, fostering a sense of belonging and security. This strong emotional bond not only enhances individual well-being but also strengthens the overall functioning of the family unit (Anigbo, et al., 2023).

One of the key elements of family cohesion is effective communication. Families that engage in open and honest dialogue create an environment where members feel safe expressing their thoughts and feelings (Kanu & Amadi, 2022). This transparency reduces misunderstandings and conflicts, allowing families to navigate challenges more efficiently. When family members actively listen to each other and validate one another's experiences, it promotes a deeper understanding and connection, further enhancing cohesion (Adeyemi & Yekini, 2021).

Support and affection are also vital components of family cohesion. Families that regularly express love and appreciation foster a nurturing atmosphere where members feel valued (Hassan & Fatai, 2024). This emotional support is particularly important during difficult times, as it reinforces the idea that family members can rely on each other for comfort and guidance. Such support not only strengthens individual resilience but also contributes to the overall stability and health of the family unit (Nwankwo, 2022).

Moreover, shared experiences and traditions play a significant role in building family cohesion. Uloko, et al., (2023) noted that engaging in activities together-whether through family meals, celebrations, or recreational outings-creates lasting memories and reinforces family bonds. These shared moments help cultivate a sense of identity and belonging, making it easier for family members to navigate conflicts and challenges (Onwuegbuzie & Olatunji, 2020). Ultimately, strong family cohesion is essential for nurturing healthy relationships and fostering a supportive environment for personal growth and development.

Theoretical Framework

Theory of Social Learning (Albert Bandura, 1977)

The Theory of Social Learning, propounded by Albert Bandura in 1977, emphasizes the importance of observational learning, imitation, and modeling in behavior development. According to this theory, individuals learn not only through direct experience but also by observing the actions of others and the consequences that follow. This means that positive behaviors, such as effective conflict resolution, can be modeled by parents and community leaders, influencing children and other community members to adopt similar approaches. The theory underscores the significance of social interactions in shaping behaviors and attitudes, making it highly relevant to the context of conflict resolution in families and communities. In the context of Kogi State, the Theory of Social Learning highlights how parents' conflict resolution skills can impact both family cohesion and community peace. When parents model constructive conflict management strategies, children are likely to internalize these behaviors and apply them in their interactions with peers and within the community. This ripple effect can lead to a culture

of understanding and cooperation, promoting social harmony. By fostering effective conflict resolution skills, families can enhance their internal relationships and contribute to a more peaceful community environment, aligning with Bandura's assertion that behavior is learned through observation and interaction.

Empirical Review

Hassan & Fatai (2024) investigated the impact of conflict management strategies on organizational effectiveness, with implications for community peace. Utilizing a descriptive research design. The study targeted the staff and students of the university, comprising a population from which 399 respondents were selected through stratified sampling techniques to ensure representation. Data were collected using a structured questionnaire, alongside personal interviews to supplement the findings. Although specific reliability coefficients for the instrument were not detailed, the study employed a chi-square test for data analysis. The results revealed that poor communication, ethnic and religious differences, and power struggles were significant causes of conflict within the organization. Importantly, it was found that effective conflict management strategies could enhance organizational effectiveness, thereby contributing to community peace. The study concluded that resolving conflicts effectively is essential for improving organizational dynamics and recommended that organizations adopt collective bargaining and understanding among members to foster a more peaceful environment.

Johnson & Okafor (2024) explored the relationship between conflict management strategies and job effectiveness among secondary school teachers, highlighting its relevance to community peace through the educational sector. Employing correlational and factorial research designs, the study focused on secondary school teachers in Obubra, with a sample size of 222 selected through purposive sampling techniques. Data were gathered using two questionnaires: the Conflict Management Strategies Questionnaire (CMSQ) and the Secondary School Teachers' Job Effectiveness Questionnaire (SSTJEQ). While specific reliability coefficients for the instruments were not provided, data analysis was conducted using Pearson Product Moment Correlation and Multiple Regression analyses. The findings indicated that effective conflict management strategies, such as arbitration and dialogue, significantly influenced teachers' job effectiveness. This positive impact on job effectiveness contributes to a peaceful educational environment, which is vital for fostering community peace. The study concluded that adopting effective conflict management strategies is crucial for enhancing teachers' effectiveness, recommending that school principals implement various strategies to create a more harmonious school atmosphere.

Uloko, Yahaya, Fatai, Ochedi, Mutari & Muhammed (2023) examined the impact of conflict resolution skills on family cohesion among married couples in selected communities in Lagos State. Utilizing a descriptive correlational research design, the study focused on a population of married couples, with a sample size of 300 couples selected through stratified random sampling to ensure representation across various socio-economic backgrounds. Data were collected using a structured questionnaire that included sections on conflict resolution skills and family cohesion. The questionnaires were administered directly to the selected couples. The reliability of the instrument was established using Cronbach's alpha, resulting in a coefficient of 0.85, indicating good reliability. For data analysis, Pearson correlation and multiple regression analysis were employed. The findings revealed a significant positive relationship between conflict resolution skills and family cohesion, indicating that couples with stronger conflict resolution skills reported higher levels of family cohesion. The study concluded that enhancing these skills among couples is crucial for improving family dynamics. It recommended incorporating conflict resolution training into marriage counseling programs to strengthen family relationships.

Uche & Johnson (2024) explored how conflict resolution strategies affect family cohesion among various ethnic backgrounds in Enugu State. Employing a qualitative research design, the study involved in-depth interviews with a total of 50 families selected through

purposive sampling, focusing on those that had experienced conflicts. Data were gathered through face-to-face interviews facilitated by an interview guide designed to prompt discussions on conflict resolution and family cohesion. The reliability of the interview guide was assessed through a pilot study, yielding a reliability coefficient of 0.82. Thematic analysis was used to identify key themes related to conflict resolution and family cohesion. The results indicated that families employing effective conflict resolution strategies, such as open communication and compromise, experienced higher levels of cohesion and overall satisfaction. The study concluded that effective conflict resolution is essential for maintaining strong family ties in Nigerian families. It recommended encouraging families to adopt constructive conflict resolution strategies to enhance their relationships and overall family cohesion.

Methodology

This study utilized a descriptive correlational research design to examine the impact of conflict resolution skills on community peace and family cohesion in Kogi State. This design allows for the exploration of relationships between variables and provides insights into how conflict resolution skills influence both community dynamics and family relationships. The study was conducted in Kogi State, Nigeria. Kogi State is chosen due to its diverse cultural composition and the prevalence of conflicts that may affect both community peace and family cohesion. The population for the study consists of adults aged 18 and above residing in Kogi State with the total of 588, 981 citizens. This demographic is selected because they are likely to have experiences and insights related to conflict resolution and its impact on community and family dynamics.

A sample size of 400 respondents was selected for the study. A stratified random sampling technique was employed to ensure representation across different socio-economic backgrounds, ethnic groups, and geographical locations within Kogi State. This approach helps to capture a comprehensive view of the community. Data was collected using a structured questionnaire that includes sections on conflict resolution skills, community peace, and family cohesion. The questionnaire consists of closed-ended questions to facilitate quantitative analysis. Data was collected through the distribution of the questionnaires to the selected respondents. Trained research assistants administered the questionnaires in person to ensure clarity and encourage participation. The reliability of the questionnaire was assessed using Cronbach’s alpha. A reliability coefficient of 0.70 or higher was considered acceptable for the instrument, indicating that the questions are consistently measuring the intended constructs. Data was analyzed using statistical methods, including Pearson correlation analysis to assess the relationships between conflict resolution skills, community peace, and family cohesion.

Results

Research Question One: What is the Relationship between Conflict Resolution Skills and Community Peace in Kogi State?

Table 1: Analysis on the responses of the Relationship between Conflict Resolution Skills and Community Peace in Kogi State

Variable	Mean	SD	N	Df	r-cal	P	Remark
Community Peace	37.21	3.91	40	398	.584	.001	Significant
Conflict Resolution Skills	25.14	2.43					

Sources: Field Survey, 2025

The results presented in Table 1 indicate a significant positive relationship between conflict resolution skills and community peace in Kogi State. The calculated correlation coefficient (r-cal) of 0.584 suggests a moderate to strong relationship, meaning that as individuals' conflict resolution skills improve, there is a corresponding increase in perceptions of community peace. The p-value of 0.001 reinforces this finding, indicating that the results are statistically significant and unlikely to have occurred by chance. This implies that effective

conflict resolution skills can play a crucial role in enhancing the overall peace within the community.

The implications of these findings are profound for community development initiatives in Kogi State. Fostering and improving conflict resolution skills among community members, it may be possible to reduce tensions and disputes, thereby promoting a more harmonious living environment. This relationship suggests that training programs focused on conflict resolution could be beneficial not only for individuals but also for the community as a whole, leading to enhanced social cohesion and stability. Consequently, community leaders and policymakers need to prioritize conflict resolution training as a strategy to bolster community peace and promote healthier interpersonal relationships.

Research Question Two: What is the Relationship between Conflict Resolution Skills and Family Cohesion in Kogi State?

Table 2: Analysis on the responses of the relationship between Conflict Resolution Skills and Family Cohesion in Kogi State?

Variable	Mean	SD	N	Df	r-cal	P	Remark
Family Cohesion	57.56	2.78	400	398	.598	.003	Significant
Conflict Resolution Skills	32.11	2.22					

Sources: Field Survey, 2025

The results shown in Table 2 reveal a significant positive relationship between conflict resolution skills and family cohesion in Kogi State. The calculated correlation coefficient (r-cal) of 0.598 indicates a moderate to strong association, suggesting that higher levels of conflict resolution skills are linked to greater family cohesion. The p-value of 0.003 further emphasizes the statistical significance of this relationship, indicating that these findings are unlikely to be due to random chance. This implies that families who are better equipped with conflict resolution skills tend to experience stronger bonds and unity among their members.

These findings have important implications for family dynamics and interventions in Kogi State. Through enhancing conflict resolution skills within families, there is potential for improved communication, understanding, and collaboration among family members, ultimately leading to stronger family relationships. This suggests that programs aimed at teaching conflict resolution techniques could be instrumental in fostering family cohesion. Community and family support organizations should consider implementing such training to help families navigate conflicts more effectively, thereby promoting healthier and more cohesive family environments, which are essential for overall community well-being.

Summary of Findings

1. There is a significant positive relationship between conflict resolution skills and community peace in Kogi State, with a correlation coefficient of $r = 0.584$ and a p-value of 0.001, indicating that better conflict resolution skills contribute to greater community harmony.
2. The analysis shows a significant positive relationship between conflict resolution skills and family cohesion, with a correlation coefficient of $r = 0.598$ and a p-value of 0.003, suggesting that enhanced conflict resolution abilities lead to stronger family bonds.

Discussion

The findings from research question one noted that there is a significant positive relationship between conflict resolution skills and community peace in Kogi State, indicating that better conflict resolution skills contribute to greater community harmony. The findings is in line with Hassan and Fatai (2024) whose results revealed that poor communication, ethnic and religious differences, and power struggles were significant causes of conflict within the organization. Importantly, effective conflict management strategies enhance organizational

effectiveness, thereby contributing to community peace, resolving conflicts effectively is essential for improving organizational dynamics. Also, Johnson and Okafor (2024) findings indicated that effective conflict management strategies, such as arbitration and dialogue, significantly influenced teachers' job effectiveness. This positive impact on job effectiveness contributes to a peaceful educational environment, which is vital for fostering community peace. The study concluded that adopting effective conflict management strategies is crucial for enhancing teachers' effectiveness

The findings from research question two indicates that there is a significant positive relationship between conflict resolution skills and family cohesion, suggesting that enhanced conflict resolution abilities lead to stronger family bonds. The result is in line with Uloko, et al., (2023) findings revealed a significant positive relationship between conflict resolution skills and family cohesion, indicating that couples with stronger conflict resolution skills reported higher levels of family cohesion. The study concluded that enhancing these skills among couples is crucial for improving family dynamics. Also, Uche & Johnson (2024) results indicated that families employing effective conflict resolution strategies, such as open communication and compromise, experienced higher levels of cohesion and overall satisfaction. The study concluded that effective conflict resolution is essential for maintaining strong family ties in Nigerian families.

Conclusion

The findings from research question one noted that there is a significant positive relationship between conflict resolution skills and community peace in Kogi State, indicating that better conflict resolution skills contribute to greater community harmony. The findings from research question two indicates that there is a significant positive relationship between conflict resolution skills and family cohesion, suggesting that enhanced conflict resolution abilities lead to stronger family bonds.

Recommendations

1. Community leaders and organizations in Kogi State should develop and implement training programs focused on conflict resolution skills. These programs can equip individuals with effective strategies for managing disputes, thereby enhancing community peace and fostering stronger family cohesion.
2. Educational institutions should integrate conflict resolution education into their curricula. By teaching students these essential skills early on, they can cultivate a culture of understanding and cooperation, leading to more harmonious interactions within families and communities as they grow.

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