

## EXAMINATION MALPRACTICE AND THE FORMATION OF NEGATIVE ORGANIZATIONAL CULTURE IN SECONDARY SCHOOLS AND ITS ECONOMIC EFFECTS

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### ABSTRACT

This expository paper focuses on examination malpractice, the formation of negative organizational culture in secondary schools and its economic effects. The prevalence of examination malpractice has become both endemic and chronic in secondary schools. Because of its endemic and chronic nature, examination malpractice has to a large extent, eroded most of the positive values which the secondary school system is supposed to transmit to learners. Not only that, it has to a large extent influenced the attitude and values of teachers negatively. As a result it is common knowledge that lateness, truancy, indolence, indiscipline, the belief that no one passes examination without cheating and unwillingness to carry out take home assignments is now common behavioural traits exhibited by learners at that level of education. On the part of teachers, examination malpractice has engendered lateness, absenteeism, unwillingness to enforce academic standards and lack of commitment in many of them. The paper posits that in situations where short-cuts to success and glory do not only exist but has become the norm, the culture among the key players is bound to undergo some transformations in conformity with the “new norm”. In this case, examination malpractice has been transformed from an aberration to a norm. Consequently, negative behavioral traits to strengthen and support the “new norm” have evolved. Therefore, in order to curb the menace, the authors made some recommendations, among which include: regular mass orientation by the National Orientation Agency involving the faith based organizations, churches/mosques, town unions, clubs, industries, civil services; severe penalty to be legislated for culprits in any form no matter the status and the teacher should be adequately motivated and have improved condition of service.

**KEYWORDS:** Culture, Examination, Economic, Malpractice, Negative, Schools