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# REGISTRATION INTO ASSOCIATE MEMBERSHIP STATUS OF THE NIGERIAN INSTITUTION OF ESTATE SURVEYORS AND VALUERS (NIESV): THE CHALLENGES

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## ABSTRACT

*The profession of Estate Surveying and Valuation provides equal opportunity to both male and female to become professionals. However, recent data garnered from Nigerian Institution of Estate Surveyors and Valuers (NIESV) showed that 5,111 persons have been groomed as Professionals (Associates of the Institution) after over forty (40) years of the existence of the institution. It is worrisome to know that the ratio of associate inductees (new professional members with NIESV) to the Nigerian population is 1:38,309. The study sought to examine the factors responsible for delay, abandonment of the professional registration process which has culminated in low numerical strength of Professionals (Associate Members) of NIESV. The six main group of factors (which are situational, institutional, dispositional, academic, employment related and gender related factors) identified from literature were introduced into the questionnaire, designed in Likert scale and used to obtain the respondents' perception on the issue of attrition in the registration process. The responses of members pursuing professional membership with NIESV was gathered during their professional interview in Ikeja, Lagos and analyzed using descriptive statistics such as simple distribution frequency and mean weighted score. The result showed that situational and gender related factors such as health challenges, unequal pay between males and females, insufficient recognition of professional knowledge and skill for females, having a physical/mental disability amongst others were found to be significant to the issue of attrition in estate surveying and valuation professional registration process. The study recommended that new strategies that will combat the attrition issue in the registration process be developed.*

**Key words:** Registration Process, Associate Membership, Factors, Attrition, NIESV.

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## 1. INTRODUCTION

The profession of Estate Surveying and Valuation is a non-discriminatory and gender friendly vocation giving both male and female equal opportunity to be admitted for the undergraduate course and at graduation proceed to acquire professional qualifications and membership. This laudable trait provides a level playing ground for all irrespective of race, colour, age or gender. The desire of every graduate of Estate Management (ESM) whether Higher National Diploma (HND) or degree level is to become a professional member of NIESV and a registered member of ESVARBON. This is also the expectation of the national bodies and the institutions that trained the graduates. In Nigeria, the institutions or bodies responsible for the training, regulating and controlling of the activities of Estate Surveyors and Valuers are the Nigerian Institution of Estate Surveyors and Valuers (NIESV) and Estate Surveyors and Valuers Registration Board of Nigeria (ESVARBON). The former is a professional association which came into existence in 1969 while the latter is a regulatory institution that came into existence in 1975 through decree No 24 of same year. Those individuals who have fully passed through the registration with NIESV and ESVARBON are referred to as the professionals or the registered members (Estate Surveyors and Valuers) while those who are still undergoing the registration process are referred to as Probationers. Those who have only completed the process with NIESV are regarded as corporate members, associate members or associate inductees of the profession. These will still need to apply to the Board (ESVARBON) for the license to practice which is the stamp and seal.

However, this study would only focus on the process of becoming a corporate members of NIESV with a view to elaborate on the factors responsible for attrition in the professional registration process up to this point which is the major part of the registration process. Many who have successfully passed through this stage consider themselves as professionals. They are actually inducted into the profession (NIESV) which is often referred to as the election process after which they are regarded as elected members of the profession having the appellation ANIVS –Associates of the Nigerian Institution of Estate Surveyors and Valuers.

The process of becoming an Associate of the Institution involves some processes which includes: undergoing two years tutelage with a registered estate surveying and valuation firm; writing the professional examinations and successfully passing them of which the different stages of the exam is written by different categories of applicants which is based on the accreditation status of the applicants /probationers as at the year of graduation The probationer or applicant will also need to write the critical analysis and attend NIESV interview and come out successful before being inducted into the profession as an Associate member of the Institution or corporate members of estate surveying and valuation profession. A further study may examine the registration process with the Board, thus, examining the factors likely to trigger attrition at the point of registration with the Board as well.

Preliminary investigation of the data on the associate members of NIESV showed that there are five thousand one hundred and eleven (5,111) members of NIESV. This number is attained after over 40 years of the existence of the Institution (NIESV). The length of time in which the Institution have been in existence is such that one would expect the profession to have produced more professional members than the current figure of 5,111 elected members according to the information gotten from NIESV as at 2017. This calls for in-depth consideration of the likely challenges hindering the election of prospective members of the profession. Considering also that there are eighteen (18) accredited universities and twenty-three (23) accredited polytechnics in the country (ESVARBON's website - list of accredited institutions) that have been producing estate management graduates over the years on a yearly basis who are meant to apply for professional registration upon graduation, one would expect

that the number of elected members of the Institution would have exceeded the current figure of 5,111 by now.

The obvious fact emanating from this statistics is that aspiration to become professional members of estate surveying and valuation profession drops from graduation to full qualification. The observable trend from all these figures is that there does not seem to be a continuous increase in the number of graduates applying for election with NIESV from year to year [1]. The paucity of elected members becomes more obvious when the ratio is compared with the Nigerian population (5,111 to 195,800,000) which stands at ratio 1:38,309. This appears extreme as the ratio simply suggest that only one elected member would serve a total of 38,309 population. Nigerian land area is 92.3768 million hectares and the population currently stands at 195,800,000 people according to [2]. This suggest that that the total number of professionals in estate surveying and valuation profession cannot effectively meet the needs of this enormous, expanse of land and huge population. Furthermore, the lineup of activities /services that ought to be carried out by estate surveyors and valuer are so many where as the number available to undertake such services are very few. Little wonder there seems to be infiltration of other people from different occupations into estate surveying and valuation professional services [3].

It is therefore necessary to examine the factors that could be responsible for the apparent low numerical strength of professionally qualified persons in the profession within the country. This will be looked at from the perspective of the prospective professional members with a view to find out the challenges of the registration process especially the issue of attrition in the professional registration process.

## **2. LITERATURE REVIEW**

Generally in Nigeria, there appears to be dearth of literature on attrition. An in-depth study of literature on attrition in the different professional trades and training programmes even in the real estate industry showed that most literature are focused on other professions except estate surveying and valuation profession or the surveying profession as it is often called in the developed nations. They are also domiciled in the developed countries of the world. Examples include: Architecture [4], the construction works [5], [6], Law [7], [8], amongst others. Based on the foregoing, there is the need for studies on attrition in estate surveying and valuation profession that will investigate into the root causes of the low numerical strength of professionals in the profession. There is the need to identify the root cause why many do not seem to be applying for registration and even the few that are applying do not seem to complete in good time. This issue has necessitated the need for this study on the issue of attrition in estate surveying and valuation registration process up to the point of election and induction with NIESV.

### **2.1. The Issue of Attrition in Professional Registration Process**

Some studies that examined the issue of attrition in professional registration process include: [9] who researched on Architecture profession in the USA and confirmed that a large number of women do not apply for professional training although women have a large representation in architecture programme in the schools within the country. The findings showed that only 19 percent of those who have completed the training process as professional members in Architecture profession as at 2016 were women, while women represented 44 percent of architecture students in the country. [10] also reported the claims of Clive Knights, Director of the School of Architecture at Portland State University, USA that about half of all National Architectural Accrediting Board (NAAB) graduates opt out of the profession before they reach licensure which is one of the major issues confronting architecture profession.

Also, in Quantity Surveying profession, [11] noted that in spite of reforms undertaken by the Ghana Institution of Surveyors (GhIS) to raise the standards of professionalism so as to be able to meet global competitiveness, quantity surveying firms (QSF) feared attrition of professionals and prospective professionals could lead to their extinction. The situation was that several practicing professionals and graduates, yearly end up in other industries. This is estimated at the rate of 2 staffs per firm of which the average number of staffs in quantity surveying firms was only 10 employees per firm. The attrition rate is adjudged to be affecting infrastructural development in the country.

Similarly, in the Military, [12] noted that attrition in the US military covers up to one third of those enlisted in each of the military services during the first term. The first six months of service or engagement of new cohorts which is also the period scheduled for their training in the US military always records high attrition rate of which over 10% the new recruits is discharged. These studies have tried to emphasize the presence of attrition in the professional training process of different profession. However, there is the need to examine the factors that may be responsible for attrition so as to be able to proffer solution to the problem.

## **2.2. Factors Responsible for Attrition in Professional Registration Process**

[13] investigated the success rate in the California Clinical Social Worker (CSW) and Marriage and Family Therapist (MFT) Licensing Process in California, United States of America. The data used for the study was sourced through the current names and addresses of individuals that applied to the Board of Behavioral Sciences (BBS) for professional licensing after their graduation. Online survey was sent to the names and addresses of 11,985 individuals that met the study requirements. Binomial logit regression analysis was applied to assess the factors influencing success in the California licensing process for CSWs and MFTs. Of the ten variables with statistical significance, four had a positive effect on the dependent variable while six had a negative effect. Conclusively, since one of the variables decreasing the odds of a person obtaining a license as a CSW or MFT was 'Difficulty in Finding Supervisors.,' this suggested that the ability of a potential licensee to obtain the appropriate type of supervision played a key role in the ability of the individual to successfully obtain a mental health license.

In Ghana, [14] examined the prospects and challenges of training and employment of graduates and probationers in surveying profession in the country so as to ensure quality in practice. This was done by carrying out the assessment of surveying courses and professional training programs periodically. Two hundred and eight graduates and probationers aiming at becoming professional surveyors were interviewed with a view to gather information on the prospects and challenges encountered in training and employment. Purposive sampling technique was adopted for the study. The findings showed that, technical competence, business competence and labour concerns, which are vital tools for success in the profession, were not given adequate attention.

Furthermore, [15] researched on the attrition of students from a nursing licensing program in Colorado State University, USA with a view to establishing a grounded theory on the study of attrition. In-depth interviews was conducted on individuals that abandoned the nursing programme for a period say a semester or more, who later returned to complete the programme. The grounded theory process that was used for the study was systematic in nature leading to the emergence of four axial categories and one core category. The results of the study showed that psychic strength with which students enter nursing programs vary at different levels. The challenges and level of stress encountered in nursing programme

dampens psychic strength of students of which some are able to adapt regain homeostasis while others are unable thereby resulting in their attrition from nursing programme.

[16] focused on the causes and effects of attrition in surgical residency programmes in Germany. Questionnaire was administered to individuals enrolled in surgical residency programmes, in surgery and allied surgical specialties (that is, general surgery, orthopaedics, neurosurgery, otorhinolaryngology and urology) between the academic years 2005 and 2011 at a University Hospital in Germany. The departments was the source of information for residents who voluntarily dropped out of training from one of the five surgical residency programmes. Two separate questionnaires were administered on programme directors (PDs) and residents. The reasons for attrition were listed in descending order as follows: personal reasons, attitude of senior residents or faculty, and change of specialty. Excess workload was not cited as one of the reasons for attrition. The findings showed that the 6-year overall attrition rate was 38.6% which was the highest rate among inductees of 2008. 35% of the residents chose a different specialty, 80% chose a different surgical subspecialty, 20% chose medicine while about 40% returned to the same specialty after leaving. Significant difference existed in the perception of residents and PDs about the reasons for attrition. In conclusion, attrition among female surgical residents in particular was high. The main reasons cited for attrition were personal and interpersonal relations. The study recommended that recognizing the factors responsible for attrition will help reduce its negative effect on the residency programme. Most of the other factors were found not to be responsible for attrition as the respondents' opinion were in disagreement.

### 3. RESEARCH DESIGN

Random sampling technique was used in this study. Questionnaires were administered to probationers or prospective professionals who were awaiting NIESV interview that was held at Lagos Hotel, Ikeja of which only 95 of them were willing to fill the questionnaire. However, only 73 of the filled questionnaire was found useful for the study. The questionnaires was targeted at these group of people because they will be in the best position to itemize the challenges encountered in the course of their professional pursuit which may have been responsible for some form of delay or abandonment or even the subsequent withdrawal of some probationers known to them. The data gathered was analyzed with the aid of frequency distributions, percentages and relative agreement index which helped to give a clearer picture of the results obtained from the field survey. The data collected from various sources were analyzed, evaluated and presented using SPSS (Statistical Programs for the Social Science).

#### 3.1. Results

**Table 1** Characteristics of Respondents

| <b>Gender</b>                 | <b>Frequency</b> | <b>Percentage</b> |
|-------------------------------|------------------|-------------------|
| Male                          | 52               | 71.2              |
| Female                        | 21               | 28.8              |
| Total                         | 73               | 100               |
| <b>Age</b>                    | <b>Frequency</b> | <b>Percentage</b> |
| 20 – 29 years                 | 4                | 5.5               |
| 30 – 39 years                 | 46               | 63.0              |
| 40 – 49 years                 | 23               | 31.5              |
| Total                         | 73               | 100               |
| <b>Academic Qualification</b> | <b>Frequency</b> | <b>Percentage</b> |
| HND                           | 26               | 35.6              |
| B.Sc                          | 32               | 43.8              |

|                                    |                  |                   |
|------------------------------------|------------------|-------------------|
| M.SC                               | 12               | 16.4              |
| PGD                                | 2                | 2.74              |
| Others                             | 1                | 1.37              |
| Total                              | 73               | 100               |
| <b>Finished Higher Institution</b> | <b>Frequency</b> | <b>Percentage</b> |
| Less than 5 years ago              | 4                | 5.48              |
| 6 -10 years ago                    | 34               | 46.58             |
| 11 – 15 years ago                  | 23               | 31.51             |
| 16 – 20 years ago                  | 11               | 15.07             |
| Over 20 years ago                  | 1                | 1.37              |
| Total                              | 73               | 100               |

Source: Field Survey, 2018

Table 1 above reveals the characteristics of the respondents of which 52(71.2%) are males and 21(28.8%) are females. This shows that there are more males than females involved in estate surveying and valuation professional registration process. This is also an observable trend in the profession as more males are seen in the professional practice and in most estate surveying and valuation (ESV) firms around the State and in the country at large. The table also shows the age of the respondents of which most of the respondents, 69(95%) were found to be within 30 and 49 years of age while only 4(5.5%) respondent is between 20 and 29 years. It can be seen that majority are within the age bracket of the working population of the country and also possess the energy and zeal required of the practice. Little wonder, they are pursuing their avowed profession already in the process of joining the league of professional members of estate surveying and valuation profession. Those below 30 years of age are very few which might be due to the fact that many within this age bracket are still fresh from the higher institution and full of expectations to join organizations and industries that are well paying and are undecided about practicing or working in an estate surveying and valuation firm that pay relatively very low when compared with many other sectors of the country. On their academic qualification, the table shows that majority of the respondents are B.Sc., 32(43.8%), HND, 26(35.6%) and M.Sc. holders 12(16.4%). This suggest that a good number of the respondents possess the educational skill required in order to become a professional member of ESV profession. Concerning the number of years they have spent out of school before pursuing professional membership, their responses showed that majority 68(93.2%) have graduated from higher institutions between 6 and 20 years ago. This buttresses the observable trend that many do not seem to be pursuing professional registration on a yearly basis. Many may be waiting for a more appropriate time to be fully prepared to undertake the training exercise both in terms of the financial implication, academic preparation and as well be able to attend to other conflicting responsibilities to enable them successfully complete the professional registration process in good time.

Table 2 reveals the trend of events in the registration process of the probationers. 40(54.8%) of the probationers first applied for professional membership less than 5 years ago, which is precisely between 2014 and 2018. They were awaiting NIESV interview when the sample was conducted. This is about the last stage of the registration process with NIESV. This is pretty fast compared to what obtains in time past where many are seen to spend longer period of time just to get to this stage of the interview conducted by NIESV. This simply suggest that there are improvements in the registration process of applicants. 29(39.7%) of the probationers began the registration process between 6 and 10 years ago which is between 2008 and 2013. This number is even fewer than those that started the process around 2014. The figure simply suggest that the rate of attrition is reducing as the number of those spending longer years in the registration process (who may have delayed or abandon the process to return to it at a later time) is now beginning to reduce unlike what was seen in the past. Those that have spent the longest period in the registration process are the fewest, that is, between 11

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and 15 years, 4(5.5%). They appear to have begun the process between 2003 and 2007. This implies that those spending long number of years on the registration process are reducing which shows that that challenge is now being addressed.

**Table 2** Incidentals of the Registration process

| <b>First Applied for Registration</b> | <b>Frequency</b> | <b>Percentage</b> |
|---------------------------------------|------------------|-------------------|
| Less than 5 years                     | 40               | 54.8              |
| 6 – 10 years                          | 29               | 39.7              |
| 11 – 15 years                         | 4                | 5.5               |
| Total                                 | 73               | 100               |
| <b>Years on Registration Process</b>  | <b>Frequency</b> | <b>Percentage</b> |
| Less than 5 years                     | 43               | 58.9              |
| 6 – 10 years                          | 27               | 37.0              |
| 11 – 15 years                         | 3                | 4.1               |
| Total                                 | 73               | 100               |
| <b>Stage in Registration Process</b>  | <b>Frequency</b> | <b>Percentage</b> |
| PQE 1                                 | -                | -                 |
| PQE 2                                 | -                | -                 |
| PQE 3                                 | -                | -                 |
| PPE                                   | -                | -                 |
| Awaiting NIESV Interview              | 73               | 100               |
| Total                                 | 73               | 100               |

Source: Field Survey, 2018

Similarly, on the total number of years that the respondents have spent on the registration process, the same is replicated as those who have spent a lesser period of time, between 0 and 10 years are more in number 70(95.9%) which shows that the trend of attrition in the process is dwindling. Only 3(4.1%) appear to have spent over 10 years on the process. Concerning the current stage of the registration process that the respondents were in, all of the respondents 73 (100%) were awaiting NIESV interview they were actually sampled at that meeting point while they were awaiting the interview. The interview is the last stage before being inducted as an Associate of the Institution (NIESV).

**Table 3** Factors Responsible for Attrition in the Registration Process up to NIESV Membership

| <b>Factors Responsible for Attrition</b>   | <b>Relative Agreement Index</b> | <b>General Rank</b> |
|--|---------------------------------|---------------------|
| Having a physical/mental disability (SF)   | 3.5366                          | 1st                 |
| Health challenges (SF)   | 3.3095                          | 2nd                 |
| Difficulty in getting a supervisor (IF)  | 3.2143                          | 3rd                 |
| Lack of opportunities for innovation and professional self-development for females (GRF) | 3.1667                          | 4th                 |
| Unequal pay between males and females (GRF)  | 3.1429                          | 5th                 |
| Insufficient recognition of professional knowledge and skill for females (GRF)           | 3.1190                          | 6th                 |
| Lack of support of friends and family which makes coping quite difficult (SF)            | 3.0952                          | 7th                 |
| The time for the interview and examination is not always convenient (IF)                 | 3.0244                          | 8th                 |
| There is much misconceptions about the profession (DF)                                   | 3.0238                          | 9th                 |
| The professional practice is too stressful (SF)  | 3.0000                          | 10th                |
| Lack the basic literacy (AF)   | 3.0000                          | 11th                |
| Lack of facilities for applicants with learning / physical disabilities (IF)             | 2.9762                          | 12th                |
| Lack numeracy and computer-related skills (AF)   | 2.9762                          | 13th                |
| Lack of critical and reflective thinking skills (AF)                                     | 2.9524                          | 14th                |

|   |        |      |
|---|--------|------|
| Always failing some part of the course work (AF)  | 2.9500 | 15th |
| Encountering daily transportation challenges that makes it difficult to cope with studies and tutorials (SF)                          | 2.9487 | 16th |
| Geographic move for personal reasons (SF)   | 2.9375 | 17th |
| Macho culture of the profession is discouraging to the females (GRF)  | 2.9286 | 18th |
| There is feeling of dissatisfaction with the course content (DF)  | 2.8810 | 19th |
| Poor socialization skill (DF)   | 2.8571 | 20th |
| The feeling that the profession is mainly for males makes females take the registration process with levity (DF)                      | 2.8333 | 21st |
| Easily experience burn out and stress while undertaking any task (DF)   | 2.8095 | 22nd |
| Poor skills in writing essays, examinations and tests (AF)  | 2.8000 | 23rd |
| Less attractive image of the profession (ERF)   | 2.8000 | 24th |
| Encountering conflicting responsibilities for home, children and work (SF)  | 2.7750 | 25th |
| There is inadequate materials for the courses which makes it difficult to pass the programme (AF)                                     | 2.7750 | 26th |
| Unfriendly corporate culture to women rearing children (GRF)  | 2.7692 | 27th |
| The examination venues are very inconvenient (IF)   | 2.7381 | 28th |
| Limited areas of work apportioned to especially females which often results in feeling of redundancy (GRF)                            | 2.7381 | 29th |
| Cumbersome requirements (IF)  | 2.7143 | 30th |
| Women are generally perceived as incompetent (GRF)  | 2.6154 | 31st |
| Low perceived level of preparedness (DF)  | 2.5952 | 32nd |
| Lack interest and motivation in the registration process (DF)   | 2.5714 | 33rd |
| Work hours is long and could be irregular (ERF)   | 2.5714 | 34th |
| Low level of academic preparation (AF)  | 2.5500 | 35th |
| Ascribing low value and return on the professional training and practice (DF)   | 2.5366 | 36th |
| The duration for the election process is too long (IF)  | 2.5250 | 37th |
| Job activities in the profession is monotonous and boring (ERF)   | 2.5000 | 38th |
| The work conditions is stressful for most women (GRF)   | 2.4615 | 39th |
| Job is laborious and stressful (ERF)  | 2.4048 | 40th |
| The curriculum was overtly too laborious and complex (IF)   | 2.3571 | 41st |
| Lack of fitness to practice (DF)  | 2.3571 | 42nd |
| Workplace environment and salary paid staffs in the profession is discouraging (ERF)  | 2.3095 | 43rd |
| Overladen course content (AF)   | 2.2619 | 44th |
| Lack of appropriate incentives/motivation (ERF)   | 2.2143 | 45th |
| Most firms of the profession have a poor level of care about staff welfare (ERF)  | 2.1667 | 46th |
| The quality and extent of support for applicants is very low (IF)   | 2.1500 | 47th |
| Career promotion and advancement opportunities is poor in the profession (ERF)  | 2.1429 | 48th |
| Little belief in one's ability to succeed in the profession which affects one's disposition to the process (DF)                       | 2.1190 | 49th |
| Perceived alternative employment opportunities resulting in low level of participation in the professional registration process (ERF) | 2.1190 | 50th |
| Poor mentoring system for females in the profession (ERF)   | 2.1190 | 51st |
| Financial Difficulties (SF)   | 2.0000 | 52nd |
| Lack of financial assistance for applicants with difficulty (IF)  | 2.0000 | 53rd |
| High processing fee (IF)  | 1.6429 | 54th |
| Earning a low pay (SF)  | 1.5227 | 55th |

Table 3 shows respondents' perception of the factors responsible for attrition in the registration process of the Nigerian Institution of Estate Surveyors and Valuers. The factors were categorized under six main group which are situational, institutional, academic,



dispositional, employment related factor and gender related factor. Each group have sub-factors which were analyzed using the mean score rank to determine the factors with more significance to the issue of attrition in the election process. Situational factors were represented with SF, Institutional factors with IF, Academic factors with AF, Dispositional factors with DF, Employment related factors with ERF and Gender related factors with GRF so as to be able to determine the category of factor that a particular sub -factor falls within. Situational and Institutional factors appear to be the most significant with their mean score tilting towards the 'agree' scale.

From the table, it can be seen that the mean scores that are above 3.00 are few compared to the others, which can be interpreted to mean that the respondents are in agreement that the factors itemized actually influences attrition in the process of becoming a professional member of NIESV. This suggest that these factors (with their mean score above 3.0) actually exist and bears its weight on the attrition level of probationers in the professional membership process of the Institution. For instance, having physical or mental disability with a mean score of 3.566 is the factor that most significantly contributes to attrition of prospective professionals because it has the highest mean score. Some probationers simply find it difficult to cope mentally with the demands of the registration process. This is evident in the number of times they fail the professional examinations as access to the result of the professional examinations showed a high failure rate of applicants in the professional exams (the researcher intends to carry out a study on the professional examinations later with a view to develop strategies that can help reduce the failure rate in the profession's examinations). Some probationers may also have real challenge with writing the critical analysis of which such persons may employ the service of some persons to write the thesis/critical analysis for them. Some others with physical disability may find it difficult to cope with the practice which invariably affects the importance they attach to professional registration. Moreover, there does not seem to be any provision made for persons with disability in the profession's constitution or code of conduct.

Some others with health challenges may simply find the practice too rigorous and uninteresting which in turns affects their interest in professional registration as well as the quality of time they would devote to the registration process. They may just desire to register for some other unimportant reasons which will show in their approach both in the time devoted to the process and their performance at each stage of the registration process. Another factors that seems to attrition in the registration process is difficulty in getting a supervisor. This seems to be a major challenge to probationers in other states or location far from the major cities, towns or state capitals where the estate surveying and valuation firms are concentrated. It may be difficult accessing such a supervisor if the probationer was able to get one in the first instance. However, with increase in the use of Information and Communication Technology (ICT) in recent times, this challenge should fast be fading out. Where the probationer happens to reside is states without the presence of the branch of NIESV, pursuing the registration process may also be very stressful and more rigorous for such a probationer. Getting a supervisor may even be very hard but for ICT which is still difficult to use with energy challenge in the country. Moreover, getting a supervisor that has met all the requirements is yet another challenge because only Associates that got elected for up to 5 years and above who are up to date with their annual dues can supervise the thesis /critical analysis of probationers of which many are not up to date with their dues [17].

Gender related issues seem to be another factor impacting on the rate of attrition in the election process. For instance, lack of opportunities for innovation and professional self-development for females, unequal pay between males and females and insufficient recognition of professional knowledge and skill of females were selected as the factors

responsible for attrition of probationers in the registration process. This appears apparent in many firms and among professionals of the built environment. There is the tendency to consider women as incompetent to undertake real estate related activities which seems to show in the remuneration offered to women as against that of their male counterpart. The general perception of the professional practice as male dominated seem to bar many women from the practice. However, most of the other factors were found not to be responsible for attrition as the respondents' opinion were in disagreement.

**Table 4** Possible Strategies to reduce Attrition in the ESV Professional Registration Process

| Strategies  | Relative Agreement Index | Rank |
|---|--------------------------|------|
| Make provision for exit interviews to gather feedback form dropout  | 1.9231                   |      |
| There should be counselling services for the distressed graduates/probationers  | 1.9231                   |      |
| Reduction in graduate membership/ registration/ training fees   | 1.8611                   |      |
| Flexible work practices that facilitate work-life balance in the profession   | 1.8205                   |      |
| More affordable and flexible Continuing Professional Development (CPD) thereby making the process easier  | 1.8205                   |      |
| There should be educational programs, seminars, and courses to upgrade skills, substance of the profession, and knowledge of technology   | 1.8205                   |      |
| Increased availability of workplace flexibility in terms of hours, job sharing, and some work-at-home options   | 1.7692                   |      |
| Upgrading the image of ESV profession as an attractive, dynamic and satisfying career   | 1.7436                   |      |
| create an opportunity for clear and transparent data and guidance to be provided on briefing practices, pay rates, expectations with respect to career progression and on leadership levels to encourage better participation | 1.6486                   |      |
| The professional body should make provision for disabled applicants   | 1.6154                   |      |
| More diverse representation of the profession to the public thereby exposing the prospects of the profession to make it more attractive to graduates  | 1.6154                   |      |
| Reward and recognition of employees for better motivation to pursue a career in the profession  | 1.5897                   |      |
| Wider research to look at the profession and particularly to explore the nature of the conditions that provide an environment where women can thrive as estate surveyors and valuers  | 1.5385                   |      |
| Provisions should be made to accommodate interested applicants with financial difficulties  | 1.5366                   |      |
| Estate surveying and evaluation firms should improve the work environment to make the practice more attractive  | 1.4872                   |      |

Table 4 reveals the possible strategies that could be used to reduce attrition in the professional registration process and ensure retention and subsequent registration of prospective members in the profession. It can be seen that no strategy had a mean score of above 3.00 which simply suggest that the proposed strategies may not be able to address attrition in the estate surveying and valuation professional registration process. There may

therefore be need to propose some other strategies that will be in agreement with the issue and thus be able to combat the issue of attrition in the registration process.

#### **4. CONCLUSION AND RECOMMENDATION**

This study focused on the factors responsible for attrition in the professional registration process of the Nigerian Institution of Estate Surveyors and Valuers. The profession of estate surveying and valuation is among the professions that are male dominated and have been observed over the years that most of the graduates of estate management do not seem to want to practice the profession especially the females because of many of the factors that have been highlighted above. Most of the firms seen around do not pay well and do not portray a good image of the profession. Little wonder studies abound on attrition in the construction industry, the law profession and many of such professions that appears to be male dominated and which also seems to offer low remuneration to their staffs. Examples include: [18], [19], [7] and [3]. Some further studies will examine the issue of attrition in estate surveying and valuation profession from the perspective of corporate members with a view to determine measures that can be used to abate attrition in the registration process. In conclusion, there is the need for professional bodies to devise a means of making the profession more attractive so as to attract higher participation rate so that the sustainability of the profession can be ensured.

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