Mindedness and Control Mechanism as Correlates of Safety and Mentoring of Master Craft Man in Electrical Installation Work Place in Enugu State

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Abstract
The study investigated Mindedness and Control Mechanisms as Correlates of Safety and Mentoring of Master Craft Man in an Electrical Installation Work Place in Enugu State. Three research questions were answered while three hypotheses were tested at a 0.05 significance level. The study adopted a regression design and the population for the study is made up of 70 Master Craft Men, therefore it is manageable and sampling was not required. The instrument for data collection is a structured questionnaire. The instrument was face-validated by three experts from the Department of Industrial Technical Education University of Nigeria Nsukka. Cronbach Alpha Reliability method was used. Seven copies of the instrument were administered to seven Master Craft Man in Electrical Installation in Kogi state. The assistants were brief and involved in the data collection. Linear Regression statistical methods were used. A Pearson Product Moment correlation was used to answer the research questions while Linear Regression was used. The data collected for this study was analyzed using Pearson Product Moment regression for research questions. The benchmark for decision rule for the regression ranging from 0.10-0.39 presents law positive relationship; 0.40-0.59 represents a moderate positive relationship; While 0.60-1.00 represents a higher positive relationship. The null hypotheses raised in the study were tested using linear regression analysis. The response to items were interpreted by describing the strength of the correlation using the guide suggested by Evans (1966), for the absolute value r: as follows: Very weak Prediction = 0.00-0.19 Weak Prediction p= 0.20-0.39 Moderate Prediction =0.40-0.59 Strong Prediction =0.60-0.79 Very strong Prediction =0.80-1.00. The null hypotheses were analyzed at a 0.05 level of significance. Findings; Recommendations. Sequel to these findings, the study recommends Adequate training and regular programs for master craftsmen to update their skills and knowledge

for the Electrical Installation workplace in Enugu state. Necessary resources (materials, tools) will be available for craftsmen in the Electrical Installation workplace in Enugu state.
Key Words: Control Mechanism, Mindedness, Safety, Mentoring, Master Craft man and Electrical Installation

Introduction

Mindedness encapsulates the various ways individuals can be oriented mentally towards specific ideas or attitudes. According to (Matthews (2023) Mindedness refers to the state or quality of being inclined or disposed toward a particular way of thinking, feeling, or behaving. Mindedness is often used in combination with other terms to describe specific attitudes or interests, such as "open-minded," "narrow-minded," or "health-minded". Mindedness involves being receptive to new ideas and perspectives, allowing for a more flexible approach to understanding and engaging with the world (Al-Abrrow and Rexhepi2023) however, mindedness is significant because it shapes how individuals interact with their environment and others. According to Tucker (2023), mindedness makes an individual more likely to engage in critical thinking, challenging their assumptions and embracing diverse viewpoints. Therefore, mindedness can enhance conflict resolution skills, as open-minded people tend to have primary control mechanisms more empathetic and willing to understand differing perspectives.

The primary purpose of a control mechanism is to ensure that operations align with established goals or standards. According to Yang and Kay (2022), a control mechanism refers to a system, tool, or method designed to regulate, manage, or maintain specific parameters within defined limits. Thought and control mechanisms enhance efficiency by providing structured approaches to management and operations, facilitating better decision-making and resource allocation. Control mechanisms help organizations adhere to regulations and standards, such as environmental controls in industrial settings (Solanke and Iriogbe 2024). However, control mechanisms ensure that processes are conducted fairly and systematically, promoting transparency and accountability. According to Zhao and Qi (2023), control mechanisms are vital tools across different domains that help maintain stability, efficiency, and compliance with established norms and objectives. Therefore, it can be applied in various contexts, including mechanical systems, organizational management, legislative processes and technical control mechanisms.

Technical control mechanisms are essential components of an organization's overall security strategy, designed to detect, prevent, and respond to potential security incidents. According to (Asghar and Zeadally (2019) Technical control mechanisms often referred to as logical controls, are security measures that utilize technology to protect information systems and networks from unauthorized access, vulnerabilities, and cyber threats. However, Technical control mechanisms are essential for ensuring reliability, efficiency, and security in various industries and applications. Technical control mechanisms refer to technological solutions, tools, and processes implemented to monitor, regulate and enforce control over multiple aspects of an organization, system, or process (Klochan and Tkachuk 2021). Thought, Technical control mechanisms Protect data by converting it into a coded format that can only be read by authorized users. According to González and Diaz (2021) Technical control mechanisms are tools, systems, and processes used to manage and secure information technology environments. Therefore, Technical control mechanisms are crucial for maintaining security, privacy and compliance in various information technology infrastructures for effective administrative control.

Administrative control mechanisms are essential for guiding employee behaviour and maintaining a secure and efficient work environment. According to Netshifhefhe and Mupa (2024) Administrative control mechanisms refer to the policies, procedures, and practices established by organizations to manage operations, ensure compliance with regulations, and mitigate risks. Administrative control mechanisms provide a framework for decision-making and help organizations achieve their objectives while

minimizing potential hazards. Administrative control mechanisms establish clear guidelines and rules that govern organizational practices, including security policies, safety protocols, and operational procedures (Cram and D'arcy 2017). Thought, Administrative control mechanisms help organizations meet regulatory requirements, thereby avoiding legal penalties and enhancing reputation. According to Gnoni, and Saleh (2017) Administrative control mechanisms developed procedures for responding to incidents or breaches, including reporting mechanisms and correlates ive actions to prevent recurrence. Therefore, administrative control mechanisms implement training programs to educate employees about organizational policies, safety practices, compliance and managerial control mechanisms.

Managerial control mechanisms aim to influence and regulate the actions and behaviours of employees to align with organizational expectations. Managerial control mechanisms According to Florêncio and Oliveira. (2023) Managerial control mechanisms are the processes, tools, and techniques used by managers to monitor, evaluate, and influence the performance of individuals, teams, and organizations to ensure that they align with the established goals, strategies, and policies. Managerial control mechanisms help managers maintain order, ensure compliance, and drive continuous improvement within their areas of responsibility. Managerial control mechanisms provide managers with data-driven insights to make informed decisions regarding resource allocation, strategy implementation, and performance management (Narneg and Chintala 2024). Hence, Managerial control mechanisms are essential tools for managers to ensure that their organizations operate efficiently, effectively, and in alignment with strategic goals. According to Simons (2019), Managerial control mechanisms refer to the strategies, processes, and systems used by managers to monitor, regulate, and direct organizational activities to achieve goals and objectives. Therefore, Managerial control mechanisms focus on measuring and evaluating the results or outcomes achieved by Master Craft men or teams in an organization.

Master craftsmen are recognized for their ability to produce work of exceptional quality and detail, and they often play a crucial role in training the next generation of workers within their craft. According to Lebechukwu and Peter. (2021) A master craftsman, also known as a master tradesman, is an individual who has attained a high level of skill and expertise in a specific trade or craft. Master craftsmen are known for producing high-quality work that meets or exceeds industry standards. Master craftsman is a highly skilled professional who has achieved exceptional expertise in a specific trade or craft (Huang (2021) though, master craftsman is an expert in their trade who embodies skill, tradition, and mentorship. According to Rostain and Clarke (2024), a Master craftsman refers to a skilled individual who engages in creating, constructing, or repairing objects using their hands and specific tools. Therefore, play a vital role in mentoring apprentices and less experienced workers, ensuring that traditional skills and techniques are passed down through generations.

Mentoring involves the transfer of knowledge and the sharing of experiences between the two individuals. According to (Davis and Woods (2023) Mentoring is a collaborative learning relationship between a mentor (an experienced individual) and a mentee (a less experienced person) aimed at facilitating personal and professional growth. However, mentoring is to share knowledge, skills, and experiences to help the mentee develop and reach their full potential. Mentoring involves a relationship in which a more experienced or knowledgeable person(mentor) provides guidance, support, and advice to a less experienced individual (mentee) (Mullen and Klimaitis 2021). Though, mentoring focuses on the mentee's long-term development rather than specific goals. According to Salim (2021), mentoring is a guidance-based relationship where an experienced individual shares knowledge, expertise, and wisdom with a less-experienced individual to foster personal and professional growth. Mentoring is a powerful tool for personal and professional development that leverages the knowledge and experience of a more seasoned individual to guide and support a less experienced mentee. Therefore,

mentoring can lead to significant benefits for both the craftsman and the workplace.

Workplaces encompass a wide range of settings, from traditional office buildings to remote home offices, factories, and outdoor sites like construction zones. According to (Riyanto and Hamid (2021) workplace is defined as a specific location or environment where individuals perform tasks and responsibilities assigned by their employer or organization. Thought, workplace has evolved significantly, particularly with advancements in technology that have introduced virtual workplaces, allowing for remote work and flexible arrangements. The workplace serves as a critical social space beyond the home, facilitating interactions among employees, employers, and clients (Rishi and Miscovich 2021) Workplaces are Locations where goods are produced, including factories and assembly plants. According to Kohntopp and McCann (2020), the Workplace refers to the physical or virtual environment where employees perform their job tasks, interact with colleagues, and contribute to the organization's goals. Therefore, workplace ensuring a safe environment is paramount, as it directly impacts electrical Installation well-being and productivity.

Electrical Installation plays a crucial role in preparing students for careers in the electrical field, ensuring they understand safety protocols, legal codes, and technical skills necessary for installing and maintaining electrical systems. According to Wang (2024), Electrical Installations are specialized educators who teach electrical engineering or electronics, focusing on both theoretical knowledge and practical skills. Thought, Electrical instructors deliver lectures and conduct hands-on training sessions, guiding students through practical applications of electrical theory. Electrical instructors play a vital role in shaping the future workforce in the electrical field by providing a comprehensive education that combines theoretical knowledge with practical skills (Li 2022). Electrical instructors evaluate student performance through tests, projects, and practical demonstrations, providing feedback to enhance learning outcomes. According to Mahase (2023). Electrical instructors create lesson plans and develop course materials that align with educational standards and industry requirements. Therefore, Electrical instructors teach students about safety procedures and compliance with relevant regulations, such as the National Electrical Code (NEC) and Occupational Safety and Health Administration (OSHA) standards for safety.

Safety is a multifaceted concept that plays a critical role in protecting individuals and organizations from harm. According to Li and Guldenmund (2018), Safety is defined as the condition of being protected from harm or danger, encompassing the management and control of recognized hazards to achieve an acceptable level of risk. Safety involves identifying potential hazards and implementing measures to mitigate risks. Safety is to minimize risks and ensure that individuals and organizations operate within safe parameters, thereby preventing accidents and injuries (Brauer 2022). Safety refers to the state of being protected from harm, injury, or danger. According to Pauha (2024), Safety refers to the condition of being free from harm, danger, or risk. Therefore, Safety focuses on protecting employees from occupational hazards through regulations and safety practices.it is ageist this the need to determines the Mindedness and Control Mechanism as Correlates of Safety and Mentoring of Master Craft Man in Electrical Installation Work Place in Enugu State

Statement of the Problem

Electrical instructors in Enugu State need to cultivate an open-minded approach to stay current with evolving technologies and teaching methods. This mindset allows them to adapt their curriculum, embrace innovative tools, and provide students with a comprehensive understanding of electrical systems. Electrical instructors must establish effective control mechanisms to ensure the safety and efficiency of their teaching environment. Implementing administrative controls and employing managerial control mechanisms. Despite the crucial role of Electrical instructors, they face several challenges such as Resistance to change, Lack of resources, Balancing control and autonomy, administrative controls, Keeping up with technological changes, Compliance with regulations, Lack of formal mentoring programs, Balancing safety and

productivity. By addressing these challenges proactively, electrical instructors in Enugu State can create a dynamic and supportive learning environment.

Therefore, it is on this pressing problem that, the researcher finds it necessary to this study to determine the relationship between Mindedness and Control Mechanism as Correlates of Safety and Mentoring of Master Craft man in Electrical Installation Work Place in Enugu State**.**

Purpose of the Study

The main purpose of this study is to determine Mindedness and Control Mechanism as Correlates of Safety and Mentoring of Master Craft Man in Electrical Installation Work Place in Enugu State. Specifically, the study will determine the relationship between:

1. Technical Control Mechanism and Administrative Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.
2. Technical Control Mechanism and Managerial Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.
3. Administrative Control Mechanism and Managerial Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.

Research Questions

The following research questions are posed to guide the study:

1. What is the Relationship between the Technical Control Mechanism and the Administrative Control Mechanism of a Master craft man in an Electrical Installation workplace in Enugu state?
2. What is the Relationship between the Technical Control Mechanism and the Managerial Control Mechanism of a Master craft man in an Electrical Installation workplace in Enugu state?
3. What is the Relationship between the Administrative Control Mechanism and Managerial Control Mechanism of a Master craft man in an Electrical Installation workplace in Enugu state?

Hypotheses

The following null hypotheses are postulated to guide the study:

1. There is no significant relationship between the Technical Control Mechanism and Administrative Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.
2. There is no significant relationship between the Technical Control Mechanism and Managerial Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.
3. There is no significant relationship between the Administrative Control Mechanism and Managerial Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.

METHODOLOGY

This study adopted a Correlation design. The study will be conducted in Enugu State. The population for the study is made up of 70 master craft men. The population is manageable and sampling was not required. The instrument for data collection is a structured questionnaire. The instrument was face-validated by three experts. Cronbach Alpha Reliability method was used. Seven copies of the instrument were administered on seven master craft man in Kogi State. Copies of the questionnaire were administered to the master craft man in North Kogi State by the Researcher with three research assistants. The assistants were brief and involved in the data collection. The data will be analyzed using Pearson Product Moment correlation and a simple linear regression model. Research questions one, two, and three, will be analyzed using Pearson Product Moment correlation (R). The Pearson product-moment correlation coefficient (r) with values ranging from 0.00-0.19 very weak relationship. 0.20-0.39 weak relationship. 0.40-0.59 moderate relationship. 0.60-0.79 strong relationship, and 0.80-1.00 very strong relationship. The null hypotheses were tested at a 0.05 level of significant

Results

The data for answering the research questions and testing her hypotheses are presented in tables 1 to 6.

Table 1: Simple linear regression values of the prediction of Technical Control Mechanism of Master craft man in Electrical Installation workplace in Enugu State

Variables	R	R^2	Adjusted R^2	Std. Error of the Estimate
Technical Control Mechanism	.785[a]	.617	.614	7.79571

The result is presented in Table 1 - This table provides the R and R2 values. The R-value of 0.785 is obtained, which represents the simple prediction and, therefore, indicates a high degree of prediction (85%). The R2 value indicates how much of the dependent variable, Administrative Control Mechanism can be explained by the independent variable, Technical Control Mechanism. In this case, 77.2% or 0.772 of the variation in the Administrative Control Mechanism of extension can be explained, which is very large. The coefficient of non-determination is thus 0.238 (1 – 0.779). This indicates that only about 54% of the variation in the dependent variable cannot be explained by the values of the Administrative Control Mechanism.

Table 2: Technical Control Mechanism does not significantly predict the Administrative Control Mechanism of Master craft man in Electrical Installation workplace in Enugu State.

Model		Sum of Squares	Df	Mean Square	F	Sig.	Decision
1	Regression	16722.622	1	16722.622	275.165	.000[b]	Rejected
	Residual	10392.187	69	60.773			
	Total	27114.809	70				

The result in Table 2 shows that the calculated F-value 275.165 is less than the critical F value at 0.05 level of significance and 1 and 70 degrees of freedom. The results also show that the p-value of 00 is less than- than 0.5alpha level. With this result, the null hypothesis was rejected. This implies Technical Control Mechanism does not significantly predict the Administrative Control Mechanism of the Master craft man in the Electrical Installation workplace in Enugu state.

Table 3: Simple linear regression values of the prediction of Managerial Control Mechanism of Master craft man in an Electrical Installation workplace in Enugu state.

Variables	R	R^2	Adjusted R^2	Std. Error of the Estimate
Managerial Control Mechanism	.796[a]	.634	.631	7.62190

The result is presented in Table 3 - This table provides the R and R2 values. The R-value of 0.796 is obtained, which represents the simple prediction and, therefore, indicates a high degree of prediction (79%). The R2 value indicates how much of the dependent Managerial Control Mechanism can be explained by the independent variable, Technical Control Mechanism. In this case, 796% or 0.796 of the variation in the Managerial Control Mechanism. of extension can be explained, which is very large. The coefficient of non-determination is thus 0.238 (1 – 0.762). This indicates that only about 52% of the variation in the dependent variable (Technical Control

Mechanism) cannot be explained by the values of the Managerial Control Mechanism.

Table 4: Technical Control Mechanism does not significantly predict the Managerial Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.

Model		Sum of Squares	Df	Mean Square	F	Sig.	Decision
1	Regression	17180.855	1	17180.855	295.746	.000[b]	Rejected
	Residual	9933.955	69	58.093			
	Total	27114.809	70				

The result in Table 4 shows that the calculated F-value 295.746 is less than the critical F value at 0.05 level of significance and 1 and 70 degrees of freedom. The results also show that the p-value of 00 is less than 0.5alpha level. With this result, the null hypothesis was rejected. This implies Technical Control Mechanism does not significantly predict the Managerial Control Mechanism of the Master craft man in the Electrical Installation workplace in Enugu state.

Table 5: Simple linear regression values of the prediction of the Administrative Control Mechanism of Master craft man in an Electrical Installation workplace in Enugu State.

Variables	R	R^2	Adjusted R^2	Std. Error of the Estimate
Administrative Control Mechanism	.130[a]	.017	.011	12.48598

The result is presented in the table 5 - This table provides the R and R2 values. The R-value of 0.130 is obtained, which represents the simple prediction and, therefore, indicates a high degree of prediction (13%). The R2 value indicates how much of the dependent Administrative Control Mechanism can be explained by the independent variable, Managerial Control Mechanism. In this case, 130% or 0.130 of the variation in the Managerial Control Mechanism. of extension can be explained, which is very large. The coefficient of non-determination is thus 0.238 (1 – 0.124). This indicates that only about 0.114% of the variation in the dependent variable (Administrative Control Mechanism) can be explained by the values of the Managerial Control Mechanism.

Table 6: Administrative Control Mechanism does not significantly Managerial Control Mechanism of Master craft man in Electrical Installation workplace in Enugu state.

Model		Sum of Squares	Df	Mean Square	F	Sig.	Decision
1	Regression	455.942	1	455.942	2.925	.089[b]	Accepted
	Residual	26658.867	69	155.900			
	Total	27114.809	70				

The result in Table 6 shows that the calculated F-value of 2.925 is less than the critical F-value at 0.05 level of significance and 1 and 70 degrees of freedom. The results also show that the p-value of 00

is greater than the 0.5alpha level. With this result, the null hypothesis was accepted. This implies Administrative Control Mechanism does not significantly the Managerial Control Mechanism of Master Craft Man in the Electrical Installation workplace in Enugu state.

Discussion of findings

The finding of this study indicates that the Technical Control Mechanism does not significantly predict the Administrative Control Mechanism of Master craft man in Electrical Installation workplaces in Enugu state. This finding shows that Technical Control Mechanism will be done, when necessary, resources (materials, tools) are readily available for my work, a clear understanding of the administrative policies that govern my work, utilize technology (software/tools), Management regularly updates us on any changes to workplace policies this is in line with Voronkova (2016) Emerging technologies like blockchain and quantum cryptography hold promise in bolstering cyber security for modern power systems. Blockchain can enhance security by providing temper-resistant records of transactions and data exchanges across the smart grid, thereby reducing vulnerabilities to cyber-attacks. Quantum cryptography offers ultra-secure communication channels using principles of quantum mechanics, making it highly resistant to eavesdropping and manipulation.

The finding of this study also indicates that the Technical Control Mechanism does not significantly predict the Managerial Control Mechanism of Master craft man in Electrical Installation workplaces in Enugu state. This finding indicates that the Managerial Control Mechanism of Master Craft Man in Electrical Instructors workplace will be suitable when the Government considers input from staff when making important decisions, Policies are updated regularly and communicated effectively, and the workplace provides sufficient technological support for my tasks. This is in line with Marginson's (2002) suggestion that belief systems influence managers' initiation or 'triggering' decisions, the use of administrative controls affects the location of strategic initiatives and may lead to the polarization of roles, and simultaneous emphasis on a range of key performance indicators can create a bias towards one set of measures and against another. However, Langfield and Smith (2003) reveal that Control was achieved through outcome controls and social controls developing over time, and through the development of trust, particularly goodwill trust which also adds to the growing knowledge of the design of control systems and trust in outsourcing relationships.

The findings of this study also reveal that the Administrative Control Mechanism does not significantly predict the Managerial Control Mechanism of Master craft man in Electrical Instructors workplace in Enugu state. The findings also reveal that there is a need to provide Adequate training for Master Craftsman, regular reviews and updates compliance policies, and regular meetings to discuss team performance and goals. This finding is in line with (Ridei, 2021).) administrative management should be carried out based on innovative strategies under the principles of sustainable development by creating the latest systems of educational projects and monitoring, developing a model of public administration, and strengthening the role and interaction of educational policy actors based on the provision that the individual, society and the state are fully equal actors and partner. Thang & Tuyen (2020) reveal that efficient administrative management strategies, including organizational structure, decision-making processes, resource allocation, staff development and training, technology integration, and quality assurance, are identified and discussed in detail.

Recommendations

Based on the findings the following recommendations were made:

1. Government should provide adequate training and regular programs for master craftsmen to update their skills and knowledge for the Electrical Installation workplace in Enugu state.
2. Necessary resources (materials, tools) should be made available for craftsmen in the Electrical Installation workplace in Enugu state.
3. The government should consider input from master craftsmen when making important

decisions for the Electrical Installation workplace in Enugu state.

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