**The State of Corporate Social Responsibility Research in Ghana: A Synthesis of Literature**

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**ABSTRACT**

There are recent calls to pay attention to the institutional requirement or the configurations of the national business system since it eventually results in the different manifestation of corporate social responsibility (CSR) in different contexts. This has led to several contestations against the suitability of transferring developed countries’ CSR frameworks and ideas to developing countries. Yet, literature reviews about CSR in developing countries and in Africa, in particular, are limited. This paper, therefore, contributes to this gap by systematically reviewing and synthesising 113 CSR’s studies from Ghana between 2006 and 2018. Altogether, this paper structures CSR research in Ghana into salient themes to provide the current state of knowledge and help scholars scope the field and explore value-adding avenues to further our understanding about CSR research in developing countries. Based on the findings, implication on theory, public policy and practice are suggested

**Keywords:** corporate social responsibility**,** literature review, developing countries, Ghana,

**1 INTRODUCTION**

The increasing attention of corporate social responsibility (CSR) among scholars and practitioners (Greenfield 2004; Maignan and Ralston 2002; McWilliams *et al.* 2006; Pearce and Doh 2005) seems to have reflected in the managerial and theoretical debates that contend that ‘not only is doing good the right thing to do, but it also leads to doing better’ (Bhattacharya and Sen 2004: 9; Kotler and Lee 2005). Consequently, CSR has developed from being a philosophy to reality and has been considered as a critical factor when defining an organization’s roles in society and how they apply and comply with social and ethical standards in their business operations (Lichtenstein *et al.* 2004). The literature on CSR is primarily growing and becoming more complex and multifaceted (Jamila and Karam, 2018). Various research on CSR scholarship including reviews has been done over the last decade. Some of these reviews are general reviews (e.g. Aguinis and Glavas 2012) while others are narrower reviews of dedicated areas (see Secchi, 2007; Carroll and Shabana 2010; Frynas and Stephens, 2015). While these scholars have contributed significantly to the mapping of ‘what we know and don’t know about CSR’ (Aguinis and Glavas 2012: 932), majority of these studies have focused on CSR in developed economies. Hence, more studies on CSR are warranted to analyze how CSR manifests itself in economies outside the developed core (Egri and Ralston 2008; Kolk and Lenfant 2010; Kolk and Van Tulder 2010). Specifically, the question of how CSR works in the context of developing economies needs to be understood.

In recent years, the need to explore the context requirement of CSR has been emphasized by the recent calls to pay attention to the institutional requirement or the configurations of the national business system of developing economies, which may eventually result in the different manifestation of CSR (Jamali and Neville 2011; Okoye 2012a). For example, authors (Jamali and Neville, 2011; Visser, 2008) observed that the distinctive components of CSR in developing countries are commonly considered as less formalized and more philanthropic in nature. Further, strengthening the need to focus on CSR research in developing countries are the several contestations against the suitability of transferring developed countries’ CSR frameworks and ideas to developing countries (Blowfield and Frynas 2005; Idemudia 2011; Luetkenhorst 2004; Moon and Shen 2010). This is evident in the north-south divide in CSR practices (Gugler and Shi 2009) hence, emphasizing the necessity to understand and appreciate the content and objectives of CSR in context appropriately (Okoye 2012a; Prieto-Carr´on *et al.* 2006).

Despite this increasing attention of CSR in developing countries, there are limited studies reviewing the state of knowledge (see Jamali and Karam, 2018). CSR is currently a growing issue in Africa, evidence of this include, but not limited to the massive support of the CSR initiative from the African Peer Review Mechanism (APRM) (Corrigan, 2014). Conceptualizing the concept of CSR in Africa, authors contend that the concept is of Western orientation (Visser and Tolhurst, 2010) and is more tuned to the North (Western societies) than the South (Frynas, 2005; Blowfield, 2005; Fox, 2004; Utting, 2003). According to Newell (2005) and UNRISD (2003), CSR conditions described in mainstream CSR are non-existent in developing countries. Hence, the impact of CSR in developing countries is often overlooked in support of Western-driven goals (Margolis and Walsh, 2003). This led to the formation of the South-centred agenda with a focus on determining the potentials of CSR and the limiting factors that affect the practice in the global South (Lund-Thomsen, 2005). Whilst ongoing discussions have commended the South-centred CSR to be instrumental to CSR maturity on the continent of Africa, authors argue that the concept is yet to reach its full potential because of the haphazard focus of analysis which creates a lack of emphasis on the relationship between CSR and its outcomes (context, development, and practices) in the prevailing literature (Idemudia, 2011). Consequently, there is a strong call for the inclusion of southern perspective into the concept of CSR to stipulate how the concept can contribute to sustainable development in Africa. To contribute to this gap, this paper seeks to zoom into a specific developing country context (in this case Ghana) to understand the state of knowledge about CSR. This, therefore, warrants the present review to consolidate what has been done so far in Ghana to contribute to CSR development in Africa in as a whole. Besides, no systematic literature review on CSR has been conducted so far in Ghana. Hence, this systematic review focuses on publications discussing CSR in Ghana from 2006 to 2018 and presents the state of knowledge in the field.

Specifically, the motivation of this paper is to situate the findings in the context prior synthesis of global CSR’s literature which contains limited literature on Africa, especially sub-Saharan Africa (see Lee, 2008; Aguinis & Glavas, 2012; Malik, 2015). To address the issue, three basic questions inform our study. That is, from the Ghanaian context, which topics are over or under-researched? Which methods drive existing studies in Ghana? Which sectors have received the most of CSR research attention?

Our paper makes three significant contributions. First, we develop a comprehensive review of the specific body of literature on CSR in the context of Ghana and for that matter a developing country and situate our analysis within the broader CSR and management literature. Second, based on this review, we identify key themes and insights about what has been done in Ghana to date in terms of themes, methods, key findings and sectors to provide an avenue for scholars to reflect on questions which appear critical yet have not received research attention to enhance public policy, education and practice. Third, in the final section, we consolidate the main themes, identify lingering gaps, and provide relevant guidance for future research. To address the research questions behind the study, the rest of the paper is structured as follows. Section 2 deals with method; whilst sections 3 and 4 deal with the findings and discussions respectively. Sections 5 deals with the implications of the study respectively.

**2 METHODOLOGY**

This systematic review focuses on publications discussing CSR in Ghana from 2006 to 2018 and presents the state of knowledge in the field. All the studies included in this paper were assembled as follows: first, we started our article search using a combination of five major online databases ─ Business Source Complete (EBSCO), ABI/INFORM, Scopus, Web of Science and JSTOR databases. We chose these databases for their comprehensive coverage and indexing of important business, management and economics journals. Second, relying on keywords and article titles, we made search strings to find articles. We identified relevant articles using key terms such as ‘corporate social responsibility in developing countries’, ‘CSR in developing countries’, ‘corporate social responsibility in Ghana’ ‘CSR in Ghana’, ‘corporate social responsibility in Africa’ ‘CSR in Africa’. As a result of the fact that formal search techniques keying the index terms or keywords in electronic databases may overlook relevant studies, we also relied on the snowball search technique (Greenhalgh & Peacock, 2005) by searching the bibliographies of our studies for additional work of relevance.

Overall, the search procedure produced a total of 147 papers, but a total of 113 papers published between 2006 to 2018 were eligible for inclusion in this review (see Figure 1 for the distribution of the number of papers published per year). These papers had to meet the following criteria: a) the paper must directly analyse the issue of CSR in the context of Ghana, b) the study must be published in English, c) it must be published in a peer-reviewed journal. d) the study must show the method used, e) must report data analysis and findings and f) the paper must mention the sector used. Finally, following literature (see Aguinis & Glavas 2012; Lunenberg et al. 2008) we content analysed each study for key findings, methods, and sectors. In terms of the nature of variables, basing on Aguinis and Glavas (2012), the study adopted typology consisting of four key variables, namely, moderators, predictor (determinants, antecedents), mediators and outcomes. Finally, following Aguinis & Glavas (2012) and Lunenberg et al. (2008), we content analysed each study for key findings, methods, and sectors. The results were organized using frequency tables and charts to establish the scope and the direction of CSR’s work on Ghana within the selected time horizon.

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**3 RESULTS**

This sub-section presents the findings of our systematic literature review as they emerged. First, we present and discuss the main thematic issues explored in the CSR literature in Ghana. Second, we discuss the sectors CSR researchers in Ghana have focused on. Third, we highlight the methodological approach adopted for CSR research in Ghana. Fourth, we show the level of CSR authors’ collaboration and their affiliated institutions and finally, we zoom in to examine the level of analysis employed in CSR research in Ghana.

**3.1 Issues and areas explored**

Different from the principal preoccupation with concerns of consumers, employees, shareholders and managers in the main domain of CSR literature in developed countries (Jamali and Karam 2018), our analysis shows that CSR research in Ghana has focused on a broader range of stakeholders and issues. These issues include challenges of CSR, CSR and waste management, CSR activities, practices and implementation, CSR and community development, CSR and performance, CSR and perspective of stakeholders, CSR and communication, CSR and compliance with the law and policy regulations, CSR awareness, CSR and women empowerment, CSR and financial resource availability and CSR and Labour practices. Figure 2 gives a detailed presentation of these issues and areas of CSR research in Ghana.In entirety, our analysis of the 113 CSR papers centred on 14 broad issues. Articles that could not be aligned to any of the issues were flagged as “other issues”. In all, CSR research in Ghana revolved around the issue of CSR activities, practices and implementation (as it constituted 20.4% of the sample). Issues such as CSR and community development (10.6%), CSR and performance (11.5%) CSR and perspective of stakeholders (10.6%) moderately dominate CSR research. One interesting finding of our study is that while there is a sustained research attention on human capital development in developing countries, research on issues like CSR and women empowerment (0.9%), CSR and financial resource availability (0.9%), and CSR and Labour practices (0.9) have marginally been examined in Ghana.These issues and areas of focus in Ghana are pertinent and more locally distinguished and contextualized than the main research focus emerging from the mainstream CSR literature (e.g. wealth maximization and agency problems, firm reputation, financial performance, firm capabilities, operational efficiencies, market outcomes (Aguinis and Glavas 2012; Coulmont and Berthelot 2015; Revelli and Viviani 2015).

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**3.2 Sectors of CSR Researches**

The analysis of the reviewed papers indicate that CSR research in Ghana has been conducted in 9 main sectors. These sectors include banking, mining, telecommunication, forestry, oil industry, tourism, hospitality and construction sectors. Among these sectors, the mining and banking sectors have witnessed significant CSR research (correspondingly make up 31.9% and 15% of the papers reviewed respectively). Again, the review shows that majority of papers analysed examined CSR in Ghana in multiple sectors (this accounted for 33.6% of the total papers). Additionally, telecommunication sector, forestry sector and the oil industry constituted approximately 13.3%, 1.8% and 1.8% respectively and tourism, hospitality and construction sectors constituted 0.9% each of the studies examined. Figure 3 below gives a graphical presentation of the sectors CSR research has focused on Ghana.

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**3.3 Methodological Approaches**

Our analysis of the methodological approaches used in CSR studies in Ghana shows that various methods have been adopted to explore the issues of CSR in Ghana. Interestingly, methodologies applied in CSR research in Ghana are consistent with the results of prior reviews (see Aguinis and Glavas 2012) which indicates that qualitative methodologies are less often employed. Our analysis shows that majority of the papers adopted quantitative methodology such as correlation analysis, factor and exploratory analysis, ANOVA and regression analysis. Case study and content analysis techniques were some of the few qualitative methodologies used in CSR research in Ghana. Details of these methodologies and their proportions are presented in Table 1.

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**3.4 Nature of author Collaboration**

The nature of collaboration that exists among authors of the reviewed studies is summarised in Table 2. It is revealed that single-person authorship accounted for 33.6% of the papers understudied. Two and three-person authorship constitutes 33.6% and 17.7% respectively. Whereas four and five-person authorship together make up 6.2% of the sampled studies, six and seven-person authorship orderly pool 1.7% and 0.8% of the papers considered for this study. In conclusion, single and two authorship dominated CSR’s research in Ghana

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**3.5 Author institutions**

Although, the study is based on CSR papers on Ghana, yet authors collaborate from different institutions in different countries. Of the 113 papers, authors that are based on the University of Ghana dominated the sample constituting 21.4%, followed by Kwame Nkrumah University of Science and Technology, 8.2% and University of Education, Winneba coming third with 4.5%. Table 3 represents the author’s institution.

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**3.6 Level of analysis**

Here, we examine the level of analysis for CSR research in Ghana. We classified the level of analysis into institutional and organizational levels. At the institutional level, we paid attention to whether the CSR research explores macro-level, national and/or supranational issues such as governance and financial system, and national business climate and operations, societal values and customs and local ecosystems (Jamali and Karam 2018). On the side of organizational level, we focused on whether the paper explores how CSR activities shape organizational level factors such as ownership, structure or governance; identity and organizational culture, mission, trade orientation and business strategy motives, and primary stakeholders (Jamali and Karam 2018). Our analysis shows that greater portion of the reviewed articles focused on organizational level (i.e. 95% of articles) using CSR as a predictor or outcome variable of an organizational activity. Our analysis further indicated that very few papers (i.e. 4.4% of articles) explored CSR in Ghana at institutional level either as a predictor or outcome variable. Details of this analysis is presented in Table 4.

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**4 DISCUSSION AND FUTURE RESEARCH DIRECTIONS**

In terms of which themes have been over and/or under-researched – research question 1- the results show that CSR practices in organisations dominated, CSR and organization related performance and CSR and management followed. Whilst themes such as CSR and eco-tourism and assurance were among the least researched issues, in Ghana topic such as CSR tourism-related issues appear popular in extant literature due to the globalisation processes (see Adlwarth, 2010, 2011; Coles et al., 2015). An implication of this is that, unlike countries in East Africa, such as Kenya and Uganda, tourism in Ghana is at its infant stage, explaining why tourism CSR related activities are the least. Also, individual level themes such as CSR and leadership, among others are currently emerging, but are not being addressed in Ghana (Strand, 2011).

Consistent with the state of the Ghanaian economy, Ghana is driven by the service sector. So it is not surprising that the banking sub-sector has been one of the most researched sub-sectors as regards CSR’s issues although, this confirms extant trends in the literature, for example, CSR and the sector in the US (see Soana, 2011; Murawski, 2018). One of the arguments that can be advanced is that while other sub-sectors (e.g. agriculture sector) are the mainstay of the Ghanaian economy, yet with regard to skilled labour employment, it is the service sector that is driving the economy, especially the financial institutions. Consequently, these sectors have received more research attention because they have organised structures and so most researchers have acquaintances in these firms (e.g. former or past students) who help them to obtain data which makes it researchable.

However, among the current growing sub-sectors of the economy of Ghana is the telecommunication and the construction (real estate) sub-sectors, yet in this review, they are among the under-researched sectors. Lack of adequate research funding support to academics in Ghana compared to their counterparts in the developing economies might account for uneven attention to sectors with regard to the state of CSR research in Ghana.

In terms of methods, exploratory and descriptive analysis dominates. There is a low level of advanced statistical techniques such as structural equation modelling, logit and probit regression on CSR’s studies on Ghana. Extant studies have also focused solely on cross-sectional data.

With regard to the level of analysis, unlike Aguinis & Glavas (2012) and Lunenberg et al. (2008), there is a significant gap in individual and institutional level CSR’s analysis in Ghana. Both predictors, outcome studies and moderation and mediation of CSR’s outcome relationship studies are lacking in CSR’s studies on Ghana.

Of the institution of author collaborations, scholars from the University of Ghana lead the studies. This confirms many characteristics about the University of Ghana. First, the University of Ghana is the premier university in Ghana. Second, the University of Ghana is the largest University in Ghana. By ranking, the University of Ghana is the leading among universities in Ghana. The results show that. Organizational level CSR performance related topics, including CSR and management as well as CSR practices, have received much research attention.

Overall how CSR is organized in the advanced countries (e.g. the US, the UK) is not the same in Africa. The results from the review show that public policy, academic and practical interests in CSR on Ghana is being enhanced. This collaborates with similar heightened interest in the topic on Africa in general. According to Cheruivot & Maru (2012) the sustainable development agenda by the United Nations across the world, including Africa is one of the key factors contributing to the enhanced interest in CSR on Africa. Following Hamiliton (2011) and Idemudia (2014) research contributions from different disciplines (e.g. geography, sociology and political science) to CSR in Africa is another contributory factor.

Although, the results in the study shows that CSR’s studies from Ghana is being advanced, yet it is identified that on Africa in general, South Africa dominates CSR’s studies (see Visser, 2006; Muthuri, 2013; Idemudia, 2014).

In terms of issues explored from the Ghanaian studies, the findings reflect both CSR debates in Africa and to a lesser extent globally. On Africa in general, the following debates are identified: CSR and public policy in sub-Saharan Africa (Samy, Ogiri, & Bamption, 2015), CSR’s agenda of multinational enterprises’ in Africa (Gruber & Schlegelmilch, 2015), CSR and sustainable development in sub-Saharan Africa (Vig, 2016), CSR disclosure in the developed and the developing countries (Ali, Frynas & Mahmood, 2017), CSR’s processes, concepts and issues (Hindson & Ndhglovu, 2011), CSR and human rights issues in corporate bodies (Cheruiyot & Maru, 2014) (Kimeli & Chemngetich, 2014), antecedents of CSR (GTZ, 2009) and CSR and development (Idemudia, 2014). Following Figure 2, issues such as CSR and compliance of law which emerged from the Ghanaian reviews collaborates with Cheruiyot & Maru (2014) on Africa. In addition, CSR’s practices and activities which emerged from the issues explored on Ghana also collaborates with Hindson & Ndhglovu (2011) on Africa. Though, studies such as CSR disclosure in the developed and the developing countries is connected to both Africa and the global community, (Ali, Frynas & Mahmood, 2017), yet new debates such as CSR and corporate citizenship, CSR & business ethics and CSR and corporate social performance which are being explored globally are yet to receive research attention in Ghana.

Some important gaps identified through this review which set the tune for further studies include; first, the lacuna in the institutional level analysis of CSR. At the institutional level (i.e. CSR research at macro-level, national and/or supranational levels) further research is warranted for example, to flash out how CSR activities interplays with different institutional configurations (e.g. local ecosystem) or intersect with specific cultural traditions and norms at the macro-level, national and/or supranational levels (Blasco and Zølner 2010; Jamali and Neville 2011; Mitra 2012). Second, there is a gap in theory and conceptual framework concerning CSR activities in Ghana. Third, CSR’s studies that integrate different disciplines (e.g. marketing, management information systems, operations, strategic management) are currently lacking. Consequently, a fuller understanding of CSR is lacking regarding issues in Ghana.

**5 CONCLUSION**

Whilst sectoral and individual level analysis seems so crucial in the field, current studies on Ghana deals with more of organizational level analysis to the neglect of the other two. Whilst hospitality is booming in Ghana because of the globalization process, few papers have focused on tourism CSR as well as CSR and the telecommunication companies. From a scholarly viewpoint, current studies on CSR look too descriptive and therefore future studies must seek to employ advanced statistics to validate existing findings.

**5.1. Contribution of the paper**

The current review complements and builds on extant literature with regard to the CSR’s review on countries in Africa. The paper makes three contributions. First, although, CSR’s review papers continues to flourish (see Lunenberg et al., 2008 Aguinis & Glavas, 2012), extant review have overlooked related reviews from countries in Africa, especially, Ghana, one of the countries in Africa being described as the beacon of Africa’s democracy. Consequently, a full understanding of various CSR’s studies that offer a comprehensive state of knowledge in the field is currently a challenge. The present review, therefore, in part fills a significant gap in the extant literature on the topic.

Second, by developing a comprehensive review of the specific body of literature on CSR in the context of Ghana and for that matter a developing country and situating the study within the broader CSR and management literature creates a significant opportunity for researchers interested in African issues to work with this review in the light of future studies. Finally, by exploring the topic from the perspective of Ghana, the findings have enhanced our understanding from one of the understudied and under-researched geographical context

**5.2Policy implications**

With most other sectors of Ghana presently growing, (e,g, construction and the real-estate subsectors) central governments in sub-Saharan Africa, especially Ghana must collaborate with the universities to deepen CSR’s studies across industries. This can be made possible by making funds available for research and tying specific funds to CSR’s specific sector research.

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Table 1 Distribution of analytical methods used

|  |  |  |
| --- | --- | --- |
| **Type of Analysis** | **Frequency** | **%** |
| Exploratory analysis | 43 | 27.92 |
| Descriptive analysis | 27 | 17.53 |
| Regression analysis | 13 | 8.44 |
| Correlation | 12 | 7.79 |
| Case study analysis | 11 | 7.14 |
| Content analysis | 6 | 3.90 |
| Factor analysis | 5 | 3.25 |
| Chi-Square analysis | 4 | 2.60 |
| Comparative analysis | 4 | 2.60 |
| ANOVA | 3 | 1.95 |
| Interpretive analysis  | 3 | 1.95 |
| Sample t-test | 3 | 1.95 |
| Hierrachical logistic regression  | 2 | 1.30 |
| SEM | 2 | 1.30 |
| Action-participatory based research | 1 | 0.65 |
| Bivariate analysis | 1 | 0.65 |
| Causal studies | 1 | 0.65 |
| Classical experimental method | 1 | 0.65 |
| Conditional LCAPM Model | 1 | 0.65 |
| Cost estimation model | 1 | 0.65 |
| Data environment analysis | 1 | 0.65 |
| Dynamic panel model approach | 1 | 0.65 |
| Epistemological | 1 | 0.65 |
| Eethnographic approach | 1 | 0.65 |
| Fixed effect model | 1 | 0.65 |
| Inferential statistics | 1 | 0.65 |
| Interactive model | 1 | 0.65 |
| Literature review-based approach | 1 | 0.65 |
| Manova | 1 | 0.65 |
| Partial least square | 1 | 0.65 |
| **Total** | **154** | **100.00** |

Table 2: Nature of Collaboration among Authors

|  |  |  |
| --- | --- | --- |
| **Nature of collaboration** | **Frequency** | **Percentage** |
| Single Authorship | 38 | 33.6 |
| Two Authorship | 38 | 33.6 |
| Three Authorship | 20 | 17.7 |
| Four Authorship | 7 | 6.2 |
| Five Authorship | 7 | 6.2 |
| Six Authorship | 2 | 1.7 |
| Seven Authorship | 1 | 0.8 |
| Total | **113** | **100** |

**Table 3: Authors’ Institutions of Affiliation**

|  |  |  |
| --- | --- | --- |
| **Name of school** | **frequency** | **%** |
| University of Ghana | 52 | 21.4 |
| Kwame Nkrumah University of Science and Technology | 20 | 8.2 |
| University of Education, Winneba | 11 | 4.5 |
| Jiangsu University  | 10 | 4.1 |
| University of Cape Coast | 10 | 4.1 |
| Central University College, Accra | 9 | 3.7 |
| University Of Professional Studies  | 7 | 2.9 |
| University of Electronic Science & Technology of China | 6 | 2.5 |
|  Birmingham City University | 4 | 1.6 |
|  Cardiff University | 4 | 1.6 |
| Northumbria University | 4 | 1.6 |
| University College of Management Studies | 4 | 1.6 |
| Christian Service University | 3 | 1.2 |
| Ghana Institute of Management and Public Administration | 3 | 1.2 |
|  Lund University | 3 | 1.2 |
|  Queen’s University | 3 | 1.2 |
| University of Mines and Technology | 3 | 1.2 |
| University of Colorado | 3 | 1.2 |
| University of Leicester | 3 | 1.2 |
| Accra Polytechnic | 2 | 0.8 |
|  Aston University | 2 | 0.8 |
|  Bournemouth University | 2 | 0.8 |
|  Kumasi Polytechnic | 2 | 0.8 |
|  Leeds Beckett University | 2 | 0.8 |
| Newmont Ghana Gold Ltd | 2 | 0.8 |
| Sichuan Agricultural University | 2 | 0.8 |
|  Tomas Bata University | 2 | 0.8 |
| University of Alberta | 2 | 0.8 |
| University of Dundee | 2 | 0.8 |
| University of Free State Business School | 2 | 0.8 |
| University of Ilorin  | 2 | 0.8 |
| University of Reading | 2 | 0.8 |
| University of Technology, Sydney | 2 | 0.8 |
| University of Western Ontario | 2 | 0.8 |
| Aalborg University | 1 | 0.4 |
| Abu Dhabi University | 1 | 0.4 |
| Adventist Senior High School | 1 | 0.4 |
| African University College of Communications | 1 | 0.4 |
| Agricultural Development Bank | 1 | 0.4 |
| Anglia Ruskin University | 1 | 0.4 |
| Ashesi University College | 1 | 0.4 |
| Brock University | 1 | 0.4 |
| Cape Coast Polytechnic | 1 | 0.4 |
| Central University of Technology | 1 | 0.4 |
| Christ Apostolic University College | 1 | 0.4 |
|  Durban University of Technology | 1 | 0.4 |
| Ejisuman Senior High | 1 | 0.4 |
| Forestry Research Institute of Ghana | 1 | 0.4 |
| Ghana Baptists University College | 1 | 0.4 |
| Ghana Nature Today | 1 | 0.4 |
|  Heritage Christian College | 1 | 0.4 |
|  Ho Polytechnic | 1 | 0.4 |
| Koforidua Technical University | 1 | 0.4 |
| London School of Economics and Political Science | 1 | 0.4 |
|  Monash University | 1 | 0.4 |
| Pennsylvania State University | 1 | 0.4 |
| Royal Holloway University | 1 | 0.4 |
|  Saginaw Valley State University | 1 | 0.4 |
|  Saint Mary’s University | 1 | 0.4 |
| Southern University | 1 | 0.4 |
| Spiritan University College | 1 | 0.4 |
| Sunyani Polytechnic | 1 | 0.4 |
| Swansea University | 1 | 0.4 |
|  Takoradi Polytechnic | 1 | 0.4 |
| Universiti Putra Malaysia | 1 | 0.4 |
| University for Development Studies | 1 | 0.4 |
| University of Agder | 1 | 0.4 |
| University of Bayreuth | 1 | 0.4 |
|  University of Bologna | 1 | 0.4 |
| University of Bonn | 1 | 0.4 |
| University of California | 1 | 0.4 |
| University of Connecticut | 1 | 0.4 |
|  University of Copenhagen | 1 | 0.4 |
| University of Delaware | 1 | 0.4 |
| University of Erlangen | 1 | 0.4 |
| University of Manchester | 1 | 0.4 |
| University of Pretoria | 1 | 0.4 |
| University of Sharjah | 1 | 0.4 |
| University of Warwick | 1 | 0.4 |
| University of Wollongong | 1 | 0.4 |
| Vaasa University of Applied Science | 1 | 0.4 |
| Wageningen University | 1 | 0.4 |
| Walden University | 1 | 0.4 |
| Water Research Institute | 1 | 0.4 |
| Wayne State University | 1 | 0.4 |
| **Total** | **243** |  **100** |

**Table 4: A Tabulation of Level of Researches and Nature of Variables**

|  |  |  |  |
| --- | --- | --- | --- |
| Level of Research |  Type of Variables | Frequency | %  |
| Organisational |  Outcome | 46 |  40.7 |
| Organizational |  Predictor | 62 |  54.9 |
| Institutional |  Outcome | 2 |  2.6 |
| Institutional |  Predictor | 3 |  1.8 |
| Total |  | 113 |  100 |

**Figure 1. Number of publications per year**

Figure 2: Issues explored

**Figure 3: Distribution of Sectors Researched**