



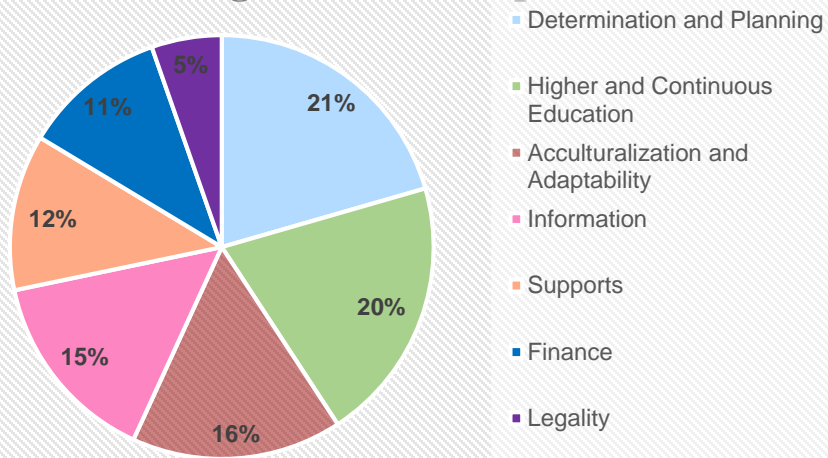
Akin Adekanle

Department: Leadership Studies

Dissertation Title: “Career Continuity of Nigerian Immigrants in the U.S.: An Examination of Enabling and Inhibiting Factors”

Major Professor: Dr. Comfort Okpala

Percentage of Theme Importance



RESEARCH QUESTIONS/PROBLEMS:

- How are Nigerian Immigrants able to maintain career continuity in the U.S.?
- What are the constraints to their career continuity?
- How were these Nigerian Immigrants in the U.S. able to overcome the constraints to their career continuity?

METHODS:

- Qualitative Preliminary Interview and Final Interview
- Boykin’s Triple Quandary
- NVivo (Computer Assisted Qualitative Analysis Software)

RESULTS/FINDINGS: DISLAFH

- **Determination and Planning**
- **Information**
- **Supports**
- **Legality**
- **Acculturation and Adaptability**
- **Finance**
- **Higher and Continuous Education**

SIGNIFICANCE/IMPLICATIONS:

- Organizational Leaders can understand the diversity in the workforce
- Immigrants can learn from the success stories
- Government can use information to create programs for immigrants