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EFFECT OF CAPACITY BUILDING PROGRAMMES FOR AD-HOC STAFF IN ELECTION SECURITY AND CRISIS MANAGEMENT IN KANO STATE, NIGERIA

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ABSTRACT

The management and training of ad-hoc electoral staff are critical to ensuring election security and minimizing electoral violence, particularly in Nigeria, where electoral violence has been a recurring challenge. This study aims to explore the impact of comprehensive training programs on the crisis management capacity of ad-hoc electoral staff during elections, focusing on crisis response simulation, conflict resolution training, and emergency preparedness in Kano State, Nigeria. Previous studies, such as Igwe (2021), have highlighted the role of mismanaged recruitment, inadequate training, and insufficient remuneration of ad-hoc staff as significant contributors to electoral violence. Building on these insights, this research examines how specific training interventions can mitigate election-related crises and improve the security of electoral processes. The study adopts a mixed-methods approach, utilizing descriptive survey design and documentary analysis to gather both quantitative and qualitative data from key stakeholders, including election officials, security personnel, and ad-hoc staff. A total sample of 400 respondents was selected from a population of 2,934 using a simple random sampling technique. Data collection methods included questionnaires, interviews, and analysis of secondary sources. The study used regression analysis to determine the relationship between the variables and thematic content analysis for qualitative data. Findings from the research indicate that crisis response simulation training significantly improves election security and crisis management. However, conflict resolution training showed a weak but significant negative correlation with crisis management, suggesting that while such training is valuable, it may require supplementary approaches to enhance its effectiveness. Emergency preparedness and response planning were found to be less effective, highlighting the need for further improvements in this area. The study concludes that while targeted training programs, particularly crisis response simulation, contribute positively to election security, there is a need to refine conflict resolution and emergency preparedness training to maximize their impact on crisis management. Recommendations include increased investment in simulation-based technologies and the incorporation of specialized conflict resolution modules into training programs to reduce electoral violence and enhance the integrity of future elections.

Keywords: Capacity Building Programmes, Ad-Hoc Staff, Election Security, Crisis Management

Introduction

The management and training of ad-hoc electoral staff are critical factors influencing election security and the occurrence of electoral violence (Igwe, 2021). The lack of adequate training for ad-hoc electoral staff has been identified as a significant contributor to election violence. Proper training is essential to equip staff with the necessary skills to handle electoral processes and mitigate violence. The recruitment process for ad-hoc electoral staff is often not transparent, leading to the selection of unqualified individuals (Igwe, 2021). This lack of transparency undermines the integrity of the electoral process and contributes to election-related violence. Inadequate remuneration and the absence of disciplinary measures for erring staff are also critical issues (Igwe, 2021). Proper compensation and accountability mechanisms are necessary to ensure that ad-hoc staff performs their duties effectively and ethically. The effective management of ad-hoc electoral staff, including transparent recruitment, adequate training, and proper remuneration, is crucial for enhancing election security and reducing electoral violence in Nigeria. Addressing these issues can lead to more credible and peaceful elections (Igwe, 2021).

Statement of the problem

The integrity and security of elections are critical to the democratic process, particularly in Nigeria, where electoral violence has been a recurring issue. One significant factor contributing to this problem is the management and training of ad-hoc electoral staff. The study conducted by Igwe, (2021) on the Management of Adhoc Electoral staff and Electoral Violence in Rivers State of Nigeria 1999 – 2015" highlights several key issues that exacerbate election-related violence. The research found that the lack of transparency in the recruitment process, inadequate training, insufficient remuneration, and the absence of disciplinary measures for erring ad-hoc staff significantly contribute to election fraud and violence. These findings suggest that the current management practices of ad-hoc electoral staff are insufficient and potentially harmful to the election process.

Given these insights, it is crucial to investigate how improved training and management of ad-hoc staff can enhance election security. This study aims to explore the impact of comprehensive training programs on the performance and reliability of ad-hoc electoral staff, and how such improvements can mitigate election violence and fraud. By addressing these issues, the research seeks to provide actionable recommendations for policymakers to enhance the overall security and integrity of elections in Nigeria.

The study seeks to achieve the following research objectives;

i. To examine the effect of crisis response simulation training on election security and crisis management in Kano State.
ii. To investigate the influence of conflict resolution training on managing election-related crises in Kano State.
iii. To determine the role of emergency preparedness and response planning on the crisis management capacity of ad-hoc staff during elections in Kano State.

The study seeks to answer the following Research Questions

i. What is the effect of crisis response simulation training on election security and crisis management in Kano State?
ii. In what way does conflict resolution training influence crisis management during elections in Kano State?
iii. What is the role of emergency preparedness and response planning on the crisis management capabilities of ad-hoc staff in elections in Kano State?

The following hypotheses were formulated to guide the study;

H_{o1}: Crisis response simulation training has no significant effect on election security and crisis management in Kano State

H_{o2}: Conflict resolution training does not significantly influence crisis management during elections in Kano State.

H_{o3}: Emergency preparedness and response planning have no significant role in the crisis management capabilities of ad-hoc staff in Kano State elections.

Literature Review

The management and training of ad-hoc electoral staff play an essential role in ensuring the security of elections and reducing the incidence of electoral violence. As elections are fundamental to democratic governance, any breach in the electoral process, particularly those caused by inadequately trained or managed staff, can have severe consequences for the legitimacy of elections and the stability of a country. Nigeria, in particular, has faced numerous challenges in this regard, with poor recruitment processes, lack of training, and insufficient remuneration for ad-hoc staff being key contributors to electoral violence (Igwe, 2021).

Recruitment of Ad-Hoc Electoral Staff

One significant issue in the management of ad-hoc electoral staff is the lack of transparency in the recruitment process. Studies have highlighted that recruitment is often characterized by nepotism and political interference, resulting in the selection of unqualified individuals who are not adequately prepared to manage electoral tasks (Igwe, 2021). This issue is compounded by the fact that the process of selecting electoral staff is rarely subjected to rigorous scrutiny, which diminishes public confidence in the electoral process and raises the likelihood of violent responses. The absence of standardized recruitment processes undermines the integrity of elections and creates a breeding ground for malpractice.

For instance, an assessment of the management of ad-hoc electoral staff in Nigeria from 1999 to 2015 found that non-transparent recruitment practices were closely linked to increased electoral violence (Igwe, 2021). The study suggested that the recruitment of unqualified individuals, due to their political affiliations or other non-meritocratic factors, contributed to mismanagement during elections, which led to outbreaks of violence. This issue is not unique to Nigeria, as similar problems have been observed in other regions with emerging democracies, such as Malawi and Ethiopia, where recruitment practices heavily influenced the level of electoral violence (Opitz et al., 2013).

Training of Ad-Hoc Electoral Staff

Another critical factor influencing election security is the lack of adequate training for

ad-hoc electoral staff. Proper training is essential to equip staff with the necessary skills to handle sensitive electoral processes, prevent fraud, and mitigate violence. Without appropriate training, electoral staff may be unable to effectively manage voting procedures, leading to confusion, errors, and, in some cases, violence.

In Nigeria, insufficient training of ad-hoc staff has been cited as a key contributor to election violence. Inadequate preparation leaves staff vulnerable to manipulation by political actors, who may exploit their lack of knowledge to engage in election fraud. This manipulation often leads to disputes and violence as different parties contest the legitimacy of the electoral process. According to research on the 2015 elections, even though the Independent National Electoral Commission (INEC) attempted to mitigate insecurity through rigorous preparations, security breaches still occurred, partly due to the replacement of trained ad-hoc staff with less competent individuals (Attoh, 2016).

Remuneration and Accountability

In addition to recruitment and training, the issue of remuneration is also critical. Inadequate remuneration for ad-hoc electoral staff can lead to dissatisfaction and compromise their commitment to conducting fair elections. Low pay creates an environment where staff may be more susceptible to bribery or intimidation, further exacerbating the potential for election-related violence. Moreover, when there are no effective disciplinary measures in place for staff who engage in electoral misconduct, there is little deterrence against unethical behavior.

A study on electoral violence in Nigeria emphasized that the absence of accountability mechanisms for erring staff not only allows misconduct to go unpunished but also undermines the credibility of the entire electoral process (Igwe, 2021). This study, along with others, has called for the implementation of robust systems of accountability that ensure staff who fail to meet ethical standards are appropriately disciplined.

Impact on Election Security

When the recruitment, training, and remuneration of ad-hoc electoral staff are mismanaged, the consequences can be severe. Electoral violence is often the result of these failures, as poorly managed elections create opportunities for manipulation, fraud, and disputes over results. The presence of unqualified or poorly trained staff can fuel accusations of bias or incompetence, leading to unrest. For instance, research shows that in environments where ad-hoc staff are inadequately prepared or recruited through non-transparent means, the likelihood of electoral violence increases significantly (Opitz et al., 2013).

Election violence

Election violence is broadly understood by scholars as a subtype of political violence specifically tied to electoral processes. It includes acts of violence or coercion intended to influence the outcome of an election, affect voter participation, or manipulate political competition. This violence can be both physical, such as attacks on voters or candidates, and psychological, like threats and intimidation

(Mochtak, 2019). Electoral violence is distinct from other forms of political violence because it is directly connected to the timing, stakes, and specific issues surrounding an election (Birch, Daxecker, & Hoeglund, 2020). This form of violence disrupts the normal electoral process and can be used by various political actors, including incumbents and opposition groups, to either retain or gain power (Onapajo, 2014).

The primary motivations for electoral violence often stem from the high stakes involved in elections, especially in regions where democratic institutions are weak or where electoral defeat could result in significant political and economic losses. As elections represent a moment of potential power transfer, the violence often peaks during the election period but can occur before or after as part of efforts to control the outcome (Harish & Little, 2017). Incumbent governments may use violence as a strategy to remain in power, while opposition groups might resort to violence if they believe the election will be unfair (Hafner-Burton, Hyde, & Jablonski, 2016).
In conclusion, election violence is a targeted use of force intended to alter electoral outcomes or undermine the legitimacy of the electoral process. It is a recurring issue in regions with fragile democratic systems and high political stakes, impacting both the short-term election results and the long-term stability of political systems.

The management of ad-hoc electoral staff is a critical component of election security. Ensuring transparent recruitment, adequate training, and fair remuneration are necessary steps to reduce electoral violence. Addressing these issues will not only enhance the credibility of elections but also foster greater trust in the democratic process. By implementing proper management practices, countries like Nigeria can move towards more peaceful and credible elections, reducing the potential for violence and instability in the future.

Empirical Studies

Onyeacholam (2022) examined the role of an international Agency (USAID) and Democratic Election; A Prognosis to the role of Security Personnel in Nigerian 2015 Elections. USAID and other international Agencies have relentlessly assisted both the emerging and consolidating democracies such as Nigeria, in conducting free and fair elections via provision of some forms of technical assistance so as to achieve credible elections and ensure improved governance but in spite of all these, events and happenings from developed democracies and across the globe have shown that the vitality of election security to the credibility of elections cannot be ignored because the conduct of free and fair elections to a large extent depend on the security system available in the country. This study anchored on Elite theory propounded by Paredo and Gaetano with descriptive qualitative method of data collection and Content analysis. It discovered that the fact that consistently undermined democratic consolidation in Nigeria is the varying degrees and measures of electoral violence so it therefore recommends that impartial and unbiased security agencies should be recruited for each election in order to prevent the reoccurrence of electoral violence during each election.

Zakari and Audi and Salisu (2022) examined the Role of African Union (AU) Observers on Credible Election Management in Africa: The Nigeria Experience The study, which was conducted in Nigeria, looked into the role of the African Union in the country's election management and the credibility of the elections in the region. It was conducted through a survey design. Data was collected through interviews and questionnaires. Secondary data was also gathered. The study was conducted with a sample of 284 individuals. Data was presented, analysed with a simple percentage, and used in content analysis. The findings of this research indicated that "there is a relationship between the African Union Election Observation and the election administration in Nigeria.". According to this research's findings, the report of the African Union's Independent Electoral Group on the general election in 2015 was grounded in the facts of what actually occurred. The results of the 2015 general election in Nigeria were released, and the reports of the AU Election Observer had an effect on persuading voters, political parties, and other political actors and players to accept the results of the elections because it was regarded as one of the most free and fair elections conducted in the history of Nigeria apart from the most celebrated 1993 election. The study urged the African Union to show more commitment and interest in the country's transition process. It also suggested that the bodies help the Independent National Electoral Commission (INEC) in carrying out its duties. The bodies should facilitate peace processes, especially in the face of growing tensions because of heightened competitiveness around the election.

Igwe (2021) assessed the Management of Adhoc Electoral staff and Electoral Violence in Rivers State of Nigeria 1999 – 2015: This study employed the interview technique, focus group discussion and non-participant observation to attempt an assessment of the nexus between the pattern of management of adhoc electoral staff and election violence in Rivers State of Nigeria from 1999 – 2015 under the guidance of four hypotheses. The study was validated using the conventional means of discussion and consultation with the project supervisors and experts in election studies. The Test-retest method was used to establish the reliability of the instruments employed for the study within which percentile ratings and chi-square were employed for data analysis. The study found that the pattern of management of adhoc electoral staff contributed to the rise in the level of election violence within the state under review given that lack of transparency in recruitment, inadequate training, inadequate remuneration and absence of disciplinary measures for erring adhoc electoral staff were of primary significance in election fraud and attendant violence. The study also found that the process of recruitment of adhoc staff was rarely transparent. The study recommends that the government needs to evolve a reliable process of adhoc staff recruitment while providing for adequate training and remuneration in future elections.

Sule, Sani, & Mat (2018) examined Nigerian 2015 General Election: The Successes, Challenges, and Implications for Future

General Elections. The Nigerian 2015 General Election is one of the elections in the world that drew lots of attention and analysis as a result of its uniqueness and the many successes and challenges recorded which provide a lesson for future elections in Nigeria and other countries in the world. The aim of this work is to investigate the successes and challenges recorded in the election with a view to providing a better alternative for an improved election in future. The problem is the way many Nigerians and those outside Nigeria overwhelmingly are carried away by the defeat of the incumbent by the opposition which made them to perceive the election wholeheartedly as credible despite many challenges that it faced. The research used qualitative method of data collection and analysis. It is a qualitative particularistic case study which used primary and secondary data. The primary data was interview from different stakeholders that are involved in the electoral process, and the secondary data is the use of available literature on the subject matter. The data obtained was presented in tabular and figurative forms and analyzed using thematic analytical interpretations for findings. The research discovered that the 2015 General Election is an improvement on the previous elections especially in the Fourth Republic as a result of the techniques adopted in the conduct, but there are still challenges that must be looked into in future to make the election more credible. The research recommends that the areas that recorded significant improvement should be maintained while in the areas of challenges it should be looked into against the next election.

Okeke (2015) identified democratic consolidation as a process and not a realization. In this process, therefore, the nature of democratic consolidation in Nigeria has been characterized by the determination of the nation's political actors to squarely face the challenges of the surrounding vicissitudes of democracy. We have essentially in the study, identified some of the features of the progress made in democratic consolidation in Nigeria within the period of focus (1999- 2015). We have examined the nature of the attendant challenges and made some farreaching recommendations on how to enhance the chances of democratic consolidation in this West African nation-state.

Gaps in Literature

The studies by Igwe (2021), Onyeacholam (2022), Sule et al. (2018), and Okeke (2015) identified important factors contributing to election management and security in Nigeria but also left notable gaps. First, Igwe's (2021) study, while thorough in its qualitative approach using interviews, focus group discussions, and non-participant observation, focuses primarily on the management of adhoc electoral staff in Rivers State without extending its findings beyond the state. The study does not explore how these management practices influence national electoral trends or address how systemic reforms might reduce election violence on a broader scale. Additionally, while the study recommends improvements in transparency, remuneration, and training, it lacks a comprehensive analysis of how these factors can be practically implemented in future elections.

Onyeacholam (2022) study on the role of USAID and election security in the 2015 elections highlights the importance of international aid and security personnel in achieving credible elections. However, the study does not critically assess how local security mechanisms can be bolstered in the absence of international assistance. Furthermore, the reliance on elite theory without considering grassroots electoral practices may limit its applicability to broader contexts, especially in regions where local security challenges differ. The study's recommendations for impartial security agencies are important but lack detailed strategies for achieving such reforms in Nigeria's often-politicized security apparatus.

Sule et al. (2018) provide a detailed analysis of the 2015 general elections but focus heavily on the successes without thoroughly exploring the root causes of challenges encountered. The study's qualitative approach does not delve into quantitative data that could offer deeper insights into specific electoral irregularities. Furthermore, while thematic analysis captures qualitative nuances, the study lacks a forward-looking framework to anticipate future challenges in subsequent elections. The absence of concrete, scalable solutions for overcoming the challenges identified is a notable gap.

Okeke (2015) examines democratic consolidation as a process, emphasizing the determination of political actors. However, the study lacks an in-depth examination of the specific structural and institutional reforms needed to overcome the recurring issues in Nigeria's democratic trajectory. It does not sufficiently address the role of civil society or external pressures in consolidating democracy, leaving room for future research to explore the interaction between domestic actors and international influences.

In relation to the study on "Effect of Ad-hoc Training on Election Security and Crisis Management in Kano State, Nigeria," these gaps underscore the need for a more comprehensive approach that integrates national and local election management practices, focusing not only on training but also on long-term institutional reforms to ensure election security and prevent crisis situations.

Theoretical Framework

Situational Crisis Communication Theory (SCCT)

SCCT was developed by W. Timothy Coombs in 1995. The theory emphasizes that different crises require different communication strategies based on the specific context of the crisis. It is relevant in election security and crisis management because elections often involve sensitive situations, where ad-hoc staff needs to be prepared with the right responses and crisis communication strategies to minimize security risks and manage public perception.

The Basic Assumptions:

i. **Crisis types**: SCCT assumes that crises can be categorized into types based on responsibility attribution, such as victim crises, accidental crises, and preventable crises (Coombs, 2012). In the context of elections, this categorization helps in identifying how ad-hoc staff should

communicate with the public and security agencies when managing electoral crises.

ii. **Response strategies**: The theory assumes that different response strategies—denial, diminishing, or rebuilding—are necessary depending on the type of crisis.

iii. **Reputation management**: SCCT assumes that organizations or authorities need to protect their reputation by delivering appropriate communication based on the crisis scenario (Coombs, 2015).

Criticisms:

Simplification of complexity: Critics argue that the theory overly simplifies the complexity of crises by categorizing them, while real-world crises may not fit neatly into these types (Frandsen & Johansen, 2017).

Cultural bias: The theory may be culturally biased, assuming that all societies respond similarly to communication strategies during crises, which may not be applicable in diverse electoral environments.

Application to Ad-hoc Training in Election Security:

SCCT is essential for training ad-hoc staff on how to communicate effectively during electoral crises. Training programs incorporate SCCT principles to help staff identify crisis types and adopt the right communication strategies, especially in situations like election violence, technical failures, or voter disputes.

Research Design

This study adopted a mixed-methods design combining descriptive survey and documentary designs. The choice of these designs is due to their capacity to provide both quantitative and qualitative insights into the effect of ad-hoc capacity building training programmes on election security and crisis management in Kano State, Nigeria. Descriptive survey design is useful for gathering large-scale data from respondents, while documentary design enables the analysis of existing records to validate findings. The population for this study consists of key stakeholders in the electoral process, such as election officials, security personnel, and ad-hoc staff. The total population of the study is 2,934, a reflection of the broad range of stakeholders whose input is critical for analyzing the effectiveness of training programs. This population was selected due to their direct involvement in elections and the likelihood that their perspectives would provide comprehensive data. A simple random sampling technique was employed to ensure every member of the population had an equal chance of being selected. This technique was used alongside Taro Yamane's formula to determine a sample size of 400. The rationale for this sample size is to provide a statistically significant representation of the population while ensuring manageability for data collection. Data were collected using a combination of interviews, observations, questionnaires, and secondary data sources. The questionnaires, designed for quantitative analysis, were distributed to the sample population, while interviews provided qualitative insights. Secondary data were gathered from published reports, electoral records, and existing databases to supplement the primary data. Data analysis was conducted

using both regression analysis and thematic content analysis. Regression analysis was employed to examine the relationship between capacity building and election outcomes. Content analysis was used to analyze qualitative data from interviews and documents, providing thematic insights. To ensure validity and reliability, pilot testing was conducted, and instruments were reviewed by experts in election security. Cronbach's alpha was employed to test the reliability of the survey instruments, ensuring consistency in responses.

Ethical considerations included informed consent from all respondents, confidentiality of their responses, and the assurance that data would only be used for research purposes. The primary limitation of the methodology includes potential biases in self-reported data from respondents and the challenge of accessing certain secondary data sources due to security restrictions.

Result and Discussion

Descriptive Statistics

	Mean	Std. Deviation	N
crisis response simulation training and election security and crisis management in Kano State	2.5315	1.13132	333
conflict resolution training and managing election-related crises in Kano State	2.8889	1.31361	333
emergency preparedness and response planning on the crisis management capacity of ad-hoc staff during elections in Kano State	2.1441	1.12887	333
Capacity building Programmes for Ad-hoc staff in Election Security and Crisis Management in Kano State, Nigeria	2.4775	1.27898	333

The descriptive statistics for the variables under study reveal varying mean scores and standard deviations for different aspects of crisis management and election security in Kano State. The mean score for *crisis response simulation training* and its effect on *election security and crisis management* was 2.53, with a standard deviation of 1.13, indicating moderate effectiveness of the training but also significant variability in responses. Similarly, *conflict resolution training* for managing election-related crises had a slightly higher mean score of 2.89, with a standard deviation of 1.31, suggesting that participants found it somewhat effective, though there was noticeable variability in the responses.

The effectiveness of *emergency preparedness and response planning* in improving the crisis management capacity of ad-hoc staff during elections had a lower mean score of 2.14 and a standard deviation of 1.13, indicating that respondents found it less effective compared to other training programs. Finally, the overall *capacity building programs* for ad-hoc staff on *election security and crisis management* had a mean score of 2.48 and a standard deviation of 1.28, showing moderate

perceived effectiveness with a relatively wide spread of responses.

Based on these analyses, the null hypothesis, which suggests that these training programs do not significantly affect election security and crisis management in Kano State, is rejected. Each analysis shows that there is sufficient variation and moderate effectiveness, indicating that the training programs do have an impact on the election security and crisis management outcomes. The rejection of the null hypothesis points to the conclusion that targeted training programs, such as crisis response simulation and conflict resolution training, contribute to improving the capacity of ad-hoc staff to manage election-related crises. However, the lower effectiveness of emergency preparedness training highlights the need for further improvements in this area.

Correlations

Control Variables			crisis response simulation training and election security and crisis management in Kano State	conflict resolution training and managing election-related crises in Kano State	emergency preparedness and response planning on the crisis management capacity of ad-hoc staff during elections in Kano State
Capacity building Programmes for Ad-hoc staff in Election Security and Crisis Management in Kano State, Nigeria	crisis response simulation training and election security and crisis management in Kano State	Correlation	1.000	.036	-.050
		Significance (2-tailed)	.	.518	.365
		Df	0	330	330
	conflict resolution training and managing election-related crises in Kano State	Correlation	.036	1.000	-.148
		Significance (2-tailed)	.518	.	.007
		Df	330	0	330
	emergency preparedness and response planning on the crisis management capacity of ad-hoc staff during elections in Kano State	Correlation	-.050	-.148	1.000
		Significance (2-tailed)	.365	.007	.
		Df	330	330	0

The results of the correlation analysis between the different capacity-building programs for ad-hoc staff in election security and crisis management in Kano State, Nigeria, show varied relationships among the variables.

The correlation coefficient between *crisis response simulation training* and *election security and crisis management* is 1.000, indicating a perfect relationship within the same variable as expected. However, the correlation between *crisis response simulation training* and *conflict resolution training* is .036, with a significance level (p-value) of .518. This indicates a very weak positive correlation, which is not statistically significant ($p > 0.05$). Therefore, the null hypothesis, which states that there is no significant relationship between these

variables, is rejected. However, since the result is not statistically significant, the relationship is considered not meaningful.

The correlation between *conflict resolution training* and *managing election-related crises* is -0.148, which is a weak negative correlation. However, with a significance level of .007, this result is statistically significant ($p < 0.05$). Consequently, the null hypothesis is rejected, indicating that there is a significant inverse relationship between these variables. This suggests that as *conflict resolution training* increases, there might be a slight decrease in *managing election-related crises*.

For the relationship between *emergency preparedness and response planning* and *crisis management capacity of ad-hoc staff during elections*, the correlation coefficient is -0.050, also indicating a weak negative relationship. The significance level (p-value) is .365, which is not statistically significant ($p > 0.05$). Thus, the null hypothesis is rejected due to lack of statistical significance, implying that the relationship between these variables is not significant.

Discussion

The correlation coefficient between crisis response simulation training and election security and crisis management is 1.000, indicating a perfect relationship between the two variables. This result aligns with expectations and underscores the effectiveness of crisis response simulation training in enhancing election security and crisis management. Supported by a study by Milic et al. (2019), which demonstrated that modern technologies such as simulation software improved the training quality for command staff in crisis situations, enhancing management and response capabilities (Milic et al., 2019). The work of Kwok et al. (2019), which revealed that virtual reality-based crisis management training improves emergency response by simulating real-world conditions effectively (Kwok et al., 2019).

The correlation between crisis response simulation training and conflict resolution training is 0.036, with a p-value of 0.518, indicating a very weak and statistically insignificant relationship ($p > 0.05$). Therefore, while the null hypothesis is rejected, the relationship is not meaningful due to the lack of statistical significance. Supported by The study by Rahmati et al. (2018) showed that crisis management training could improve knowledge, but significant improvements in related skills like conflict resolution may require different or additional forms of training (Rahmati et al., 2018). The research by Flentje et al. (2020) emphasized that while crisis simulation training improves collective team orientation, its impact on related areas like conflict resolution is less clear (Flentje et al., 2020).

The correlation between conflict resolution training and managing election-related crises is -0.148, with a p-value of 0.007, indicating a weak but statistically significant inverse relationship ($p < 0.05$). This suggests that an increase in conflict resolution training may slightly decrease the capacity to manage election-related crises. Supported by The findings from Eid et al. (2023), which discuss how training in team interaction and

complex problem-solving could lead to unanticipated impacts on managing crises (Eid et al., 2023). Sin et al. (2019) reported similar results where focused training on communication and teamwork can create unintended decreases in other crisis-related areas (Sin et al., 2019).

The relationship between emergency preparedness and response planning and crisis management capacity of ad-hoc staff during elections showed a weak negative correlation of -0.050, with a p-value of 0.365, indicating a lack of statistical significance. This implies no meaningful relationship between these variables. Supported by Pavithran et al. (2018) found that although simulation-based crisis management training can improve specific skills, its effect on general emergency preparedness and planning remains inconsistent (Pavithran et al., 2018). Volyansky et al. (2018) concluded that while simulation modeling improves the management of crises, its impact on preparedness and planning remains dependent on various factors (Volyansky et al., 2018).

Conclusion

The analyses reveal that while there is a significant negative correlation between *conflict resolution training* and *managing election-related crises*, the other relationships examined are not statistically significant, indicating weak or negligible relationships. Therefore, capacity-building programs such as crisis response simulation and emergency preparedness appear to have minimal direct impact on crisis management capacity, except for conflict resolution training, which shows some influence on election-related crisis management. In conclusion, focusing on enhancing crisis simulation technologies, revising training modules for conflict resolution, and refining emergency preparedness approaches will likely lead to more effective election security and crisis management outcomes.

Recommendations

The Election Management Body should continually adopt and enhanced the Crisis Response Simulation Training for effective Election Security and Crisis Management. The strong alignment between crisis response simulation training and improved election security suggests that more resources should be allocated to advancing this training approach. Investments in modern technologies, such as virtual reality or simulation software, can be pivotal in elevating crisis preparedness and response capacities, as supported by Milic et al. (2019) and Kwok et al. (2019).

The Election Management Body should maintain the existing training methods separately. The data indicates that crisis response training alone may not substantially impact conflict resolution abilities, and supplementary or alternative forms of training should be explored for conflict resolution skills by incorporating specialized conflict resolution modules or targeted communication exercises into crisis management programs may prove beneficial.

The Election Management Body should carefully balance with crisis-specific skill development and a more integrated approach that considers the interplay

between conflict resolution and other crisis management skills may prevent unintended negative impacts on crisis management capacity.

The Election Management Body should re-evaluate the focus and methodology of emergency preparedness training. The body should adopt a more targeted approach to crisis-specific training that integrates scenario-based exercises with emergency planning to address any gaps.

Practical implication

i. Improved Election Security: Investing in crisis response simulation training for ad-hoc staff enhances their readiness for election crises, improving overall election security and management efficiency.
ii. Refinement of Conflict Resolution Methods: The weak link between crisis response simulations and conflict resolution suggests a need for alternative training techniques, emphasizing the importance of tailored conflict resolution strategies in the election context.
iii. Balanced Training Approach: The inverse effect of conflict resolution training on crisis management reveals the need for a holistic training strategy that balances crisis response and conflict resolution skills to prevent unintended outcomes during elections.

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