

**ENTREPRENEURSHIP DEVELOPMENT AND JOB CREATION IN KOGI EAST
SENATORIAL DISTRICT (2000-2015)**

BY

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**A THESIS SUBMITTED TO THE
COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES
SALEM UNIVERSITY, LOKOJA, NIGERIA**

**IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF
MASTERS DEGREE M.Sc. IN BUSINESS ADMINISTRATION, DEPARTMENT OF
BUSINESS ADMINISTRATION, SALEM UNIVERSITY, LOKOJA, NIGERIA**

JUNE, 2018

DEDICATION

This thesis is dedicated to God the Almighty Father for Him alone deserve all the glory.

DECLARATION

I **MATTHEW, GRACE OBAJE**, hereby declare that this thesis was written by me and it is a record of my own research work. It has not been presented before in any previous application for a higher degree. References made to published literature have been dully acknowledged.

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CERTIFICATION

This is to certify that this research project entitled **ENTREPRENUERSHIP DEVELOPMENT AND JOB CREATION IN KOGI EAST SENATORIAL DISTRICT (2000-2015)** was carried out by MATTHEW, GRACE OBAJE in the College of Management and Social Sciences, Salem University, Lokoja, Nigeria meets the regulations governing the award of Master of Science Degree in Business Administration (M.Sc.) and is approved for its contributions to knowledge and literary presentation.

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ACKNOWLEDGEMENTS

Glory be to God who gave me the grace and who has sustained me to this level of my academic endeavour. I give all glory to Him for the successful completion of this research work.

My deep gratitude goes to my supervisors, Prof. D. O. Oluwade and Dr. E.D Knights for his understanding, gentle constructive criticism and suggestions throughout this research work, I am grateful for the close attention received from him in spite of his tight schedule.

My appreciation goes to my husband for his financial contributions throughout this work

Jakim and Joakim my adorable Kids I say thank you for allowing mummy to concentrate whenever I send you both s out of the room with the instruction mummy needs to read, I love you both.

To my parents Mr. and Mrs Matthew Obaje I say thank you for your prayers and financial assistance during the period I had no job, your support was really enormous.

I also want to thank Mr. Jeremiah Olu of Kogi State University who also help with materials needed for the completion of this work, may the good Lord bless you all, Amen.

ABSTRACT

The study examines Entrepreneurial Development and Job Creation in Kogi East Senatorial District between,2000 and 2015. The study is premised upon the fact that high rate of unemployment among the youth population has become a menace to the society especially that the often anticipated white collar jobs after school are no more forthcoming. Whereas every year thousands of graduates are being turned out of schools without commensurate opportunity or room for gainful employment. Hence, it seems the only viable alternative is entrepreneurial initiative. The study made use of primary and secondary data sourced from 400 respondents via the use of questionnaire distributed among three purposively selected Local Government Areas which include; Dekina, Ankpa and Idah. A total of 382 questionnaire were duly filled and returned for analysis. With the aid of appropriate statistical analytical tool like the chi-square research technique. To this end 4 hypothesis were formulated and tested using Statistical Package for the Social Sciences (SPSS) the result obtained revealed that there are evidences of the effect of entrepreneurial development leading to job creation for the unemployed youths in Kogi East. This is not without some accompanying challenges given the massiveness of the numbers of the unemployed in the state. Therefore, the study recommended that the Government should endeavour to increase the number of entrepreneurial development based training centres in Kogi East so as to capture a reasonable number of unemployed youths. Furthermore, it was found out that one of the problems/challenges militating against Entrepreneurial development is the inaccuracy of the statistics of the unemployed in Kogi East; this has in a way inhibited plans and programmes aimed at employment generation through entrepreneurial development in the State. In this regard, it is recommended that accurate statistics of the unemployed should be ascertained to allow for the design of a steady entrepreneurial development programme to tackle the need of the unemployed particularly the youths in Kogi East.

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CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

The quest for employment opportunities has birth in many Nigerians the initiative to seek for alternative means of livelihood. As a result of this, entrepreneurial development has gained prominence in recent time, since most persons have found out that waiting for white collar jobs that are often not forthcoming is no more in vogue.

Duru, (2014) states that the oil boom has destroyed and distorted our attitude to work (resource course) and this has affected the psychological quotient of an average Nigerian who prefers to avoid investments that require special expertise and innovation.

The population in terms of size and the potentials in terms of resources endowment of the Nigerian state speak volume of the magnitude of the business opportunities and markets that are available in her economy for as many that possess entrepreneurial skills and acumen. According to Chidiebere, Iloanya & Udenze, (2014), Nigeria as a country has numerous business and investment potentials due to the abundant, vibrant and dynamic human and natural resources it possesses. The performance and effectiveness of entrepreneurs in the country as an instrument of economic growth and development has long been under scrutiny. This intense scrutiny has been against the backdrop of the low performance and inefficiency that characterized small business particularly in assessing its role on job creation and economic growth and development. Tapping the country's resources require the ability to identify potentially useful and economically viable fields of endeavours. Nigerians have equally made their marks in diverse fields such as science, technology, academics, business and entertainment (Chidiebere, Iloanya & Udenze, 2014).

Entrepreneurship activities and innovative ingenuity in Nigeria have developed enterprises in areas such as agriculture/agro-allied, solid minerals, transportation, information and telecom, hospitality and tourism business, building and construction etc. According to Anyadike, Emeh & Ukah (2012) these human and natural resources notwithstanding, Nigeria is still one of the poorest countries in the world and has one of the highest rates of youth unemployment in Sub-Sahara Africa. In respect of the above sad and deplorable situation, the government has done little to reduce the misery and frustrations of the citizenry. This has foisted a state of hopelessness on majority of young and old people who have resorted to any means including crime to succeed in life. They resort to vices because they are not gainfully engaged. In other words, they are unemployed; unemployed, not because they lack the qualification but because the system has been crippled politically, economically, socio-culturally and even religiously (Chidiebere, Iloanya & Udunze, 2014).

They stated further that the need for entrepreneurship development in the country today is necessitated by the fact that entrepreneurship development is a major factor in job creation and economic growth and development and also the permanent cure for extreme hunger and poverty necessitated by unemployment. In the Eastern part of Kogi State, a lot of young people are yet without gainful employment and a very good number of them have taken to different trade and social vices like armed robbery, prostitution, thuggery, kidnapping, drug addiction etc. However, the government in response has designed series of entrepreneurial development programmes to capture the youths and dissuade them from all of these social ills by creating jobs for them making them self-employed to lead a better economic life. Hence, this study aimed at examining the impact of entrepreneurial development on job creation in Kogi East between 2000 and 2015.

1.2 Statement of the Problem

The high rate of unemployment in Nigeria has given credence to the need for entrepreneurial development in this present day. In the words of Osinbajo, (2014), for sub-Saharan Africa to stand among the nations of the world, it must be able to take entrepreneurship development and employment important. Most importantly, the youth are the machine that will propel development and transformation. They are important facet of industrial growth and development of a nation. Since the 1980s, unemployment has continued to remain one of the most cancerous socio-economic problems inhibiting the progress of Nigeria, as a nation and sub-Saharan Africa. Unemployment is apparently one of the major causes of social vices such as fraud, kidnapping, armed robbery, destitution, prostitution, terrorism, political thuggery and so on. With the labour force of approximately 3 million people annually moving into the labour market, unemployment of persons of 15 years and above was put at 3.8% and youth unemployment estimated at percent as at 2006, (Osibanjo, 2014). Therefore it is quiet certain that a good Entrepreneur can create a strong economy.

However, experiences of developed economies like China and the United State of America in relation to the roles played by entrepreneurship buttresses the fact that the importance of entrepreneurship cannot be overemphasized especially among the Developing Countries. In order to highlight its significance in relation to the growth and development of a given economy, entrepreneurship has been variously referred to as a “source of employment generation”. This is because Entrepreneurial activities have been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people, (Adejumo, 2015). According to Onyenebo and Ezeano (2011) entrepreneurship performs numerous roles in business, in the society and overall development. In fact, all factors of production, (labour, land and capital) would be rendered ineffective and unproductive without entrepreneurship development. They are

the result of entrepreneurial choices and are open to entrepreneurial initiative. Individual entrepreneurs and entrepreneurial teams bring to light the resources, technologies and trading opportunities that make economic development possible. Indeed, whenever entrepreneurs are the first to discover the availability and potential economic value of new resources, they are in effect bringing those resources into existence in economic terms and also enlarging the job spaces available for exploration by the young people (Kirzner, 2012).

In the Kogi State, concerted efforts have been put in place by succeeding governments in the State targeted at entrepreneurial development with the aim of job creation through self-employment initiatives. In the eastern part of the state, a lot of training programmes and activities have been put in place in order to empower the youths and women in the senatorial district. Among these entrepreneurial development trainings are tailoring, carpentry, fish farming, poultry and snail rearing among others. It is against this backdrop that this study seeks to examine the impact analysis of entrepreneurship development on job creation in the Eastern senatorial district of Kogi State, Nigeria.

1.3 Research Questions

The research questions that shall guide this study are as stated thus;

- i. What significant impact has Entrepreneurship development on job creation with reference to Kogi East Senatorial District in Kogi State?
- ii. To what extent have entrepreneurship development programmes created jobs in Kogi East Senatorial District
- iii. What is the efficiency of entrepreneurial development centres in Kogi East Senatorial District

- iv. What are the constraints to Entrepreneurial Development in Kogi East Senatorial District, Kogi State?

1.4 Objectives of the Study

The main objective of this study is to examine the effect of entrepreneurial development on job creation in Kogi East Senatorial District, Nigeria. While specifically the objectives include the following; to:

- i. Find out the impact of entrepreneurship development on job creation in Kogi East Senatorial District.
- ii. To examine the extent to which entrepreneurship development programmes have created jobs in Kogi East Senatorial District
- iii. Find out the efficiency of entrepreneurial development centres in Kogi East Senatorial District
- iv. Investigate the constraints of entrepreneurial development in Kogi East Senatorial District.

1.5 Statement of Hypotheses

The null hypotheses that shall guide this study are as stated below in null and alternative forms:

Hypothesis one

- H₀: Entrepreneurial activities have no significant effect on Job creation in Kogi East.

Hypothesis two

H₀: Entrepreneurship development programmes have not created jobs in Kogi East Senatorial District

Hypothesis three

H₀: There is no efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District

Hypothesis four

H₀: There are no constraints to entrepreneurial development in Kogi East Senatorial District.

1.6 Significance of the Study

The importance of doing a study on entrepreneurial development cannot be over-emphasized, given the devastating and widespread effects of unemployment in Nigeria and its possibility of creating jobs for the army of the unemployed and also generating the needed economic activities to spur economic growth. The outcome of this study is expected to provide the government and the ministry of economic planning the basic understanding of the dynamics of tackling unemployment problem under the new drive towards entrepreneurial programmes in Nigeria and has provided an option for adoption of appropriate policy to tackle the challenges posed by unemployment headlong.

1.7 Scope of the Study

This study examines the impact analysis of entrepreneurial development policies put in place by the Kogi State Government and the other arms of government in the State to help create jobs for the army of the unemployed particularly in the Eastern senatorial district of Kogi State. However, our focus is on the period between 2000 and 2015, this

is done to allow for direct impact analysis of entrepreneurial development policies and programmes focused towards job creation with reference to the Eastern part of the State.

In this study, the dependent variable shall job creation, while the independent variable shall be entrepreneurial development initiatives, programmes and policies.

It is expected that as the entrepreneurial development initiatives, programmes and policies are being unfolded more job opportunities should be created for gainful employment in Kogi East.

1.8 Limitations of the Study

This study is on impact analysis of Entrepreneurial Development on Job Creation in the Eastern part of Kogi State, Nigeria. In the course of this work, encountered challenges and constraints which include; illiteracy on the part of some of the respondents, language barrier, difficulty in distributing and collecting back the questionnaires, I was unable to get back all the questionnaires and bureaucratic red-tapism were some of the challenges encountered in the course of conducting this research. However, these posed no serious problems for the data collected and the validity of research outcomes. Also, the choice of the study area, Kogi East is borne out of interest and the desire to lend scholarly suggestions on the way forward.

1.9 Operational Definition of Terms

The under listed key words would be defined operationally below for the purpose of this study:

- (i) **Impact:** is a process that involves an evaluation of the influence of a thing or an event with the aim of reaching a decision on findings.
- (ii) **Entrepreneurial:** it refers to the ability of an individual to identify an existing problem for which proffering solution to it can generate a functional business idea to be legitimately pursued and profit thereby if properly funded.
- (iii) **Job Creation:** it refers to the creation of employment opportunities for the army of the unemployed especially young fellows through entrepreneurial development.
- (iv) **Empowerment:** it involves any art that is aimed at making an individual become economically and financially independent.
- (v) **Development:** it is gradual increase in the size of a thing or phenomena from its present state to a better or higher state.
- (vi) **Small and Medium Scale Enterprises:** it involves business enterprises that required little or small capital to embark upon them.
- (vii) **Youth:** it comprises of a group of young fellows that are yet seeking for means of livelihood.
- (viii) **Unemployment:** it refers to persons that are able and willing to work but cannot find opportunity to do so.
- (ix) **Strategy:** it involves a planned line of action aimed achieving set goals or task.
- (x) **Jobless:** it is a condition in which an individual lives without a viable means of income.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1 Introduction

This chapter presents in a review from relevant studies and contributions of several authors on the impact of entrepreneurship development on job creation in Kogi East. Existing literatures were thematically reviewed to provide a background knowledge and appraisal of variables under consideration in the research hypotheses and the objectives of the study.

2.2 Conceptual Framework

In this section, the concepts and definitions that are related to the study are discussed:

Concept of Entrepreneurship

Entrepreneurship according to Anyadike, Emeh and Ukah (2012) is more than simply “starting a business.” They opined that it is a process through which individuals identify opportunities, allocate resources, and create value. This creation of value according to them is often through the identification of unmet needs or through the identification of opportunities for change. It is the act of being an entrepreneur which is seen as “one who undertakes innovations with finance and business acumen in an effort to transform innovations into economic goods hence Entrepreneurs see “problems” as “opportunities,” and then take action to identify the solutions to those problems and the customers who will pay to have those problems solved. Entrepreneurial success is simply a function of the ability of an entrepreneur to see opportunities in the marketplace, initiate change (or take advantage of change) and creates value through solutions. Entrepreneurship is known as the capacity and attitude of a person or group of persons to

undertake ventures with the probability of success or failures. It demands that the individual should be prepared to assume a reasonable degree of risks, be a good leader in addition to being highly innovative. In business management, Entrepreneurship is regarded as the “prime mover” of a successful enterprise just as a leader in any organization must be the environmental change agents (Anyadike, Emeh and Ukah, 2012).

Entrepreneurship according to Walter (2014) can be defined in terms of the following three essentials and linked attributes: (i) Ability to perceive profitable business opportunities. (ii) Willingness to act on what is perceived and (iii) the necessary organizing skills associated with the project. Therefore, entrepreneurship refers to the act or process of identifying business opportunities and organizing to initiate a successful business activity. Entrepreneurship is different from management and entrepreneurship, using the words of Stoner, Freeman and Gilbreth (2005) entrepreneurship involves initiating changes in production, whereas management involves the ongoing coordination of the production process. They stated further that, entrepreneurship refers to one of the ways of making organizations to be adaptive. It is the practice of corporate entrepreneurship where managers begin and develop new business ventures within the structure of an existing organization.

Binks and Vale (2015) define entrepreneurship as ‘an unrehearsed combination of economic resources instigated by the uncertain prospect of temporary monopoly profit’. Hence Kanothi, (2014) defined Entrepreneur as the ‘instigator of entrepreneurial events for so long as they occur’. Tijani-Alawiye, (2013) defines entrepreneurship as the process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs, who can successfully run innovative enterprises, nurture them to

growth and sustain them, with a view to achieving broad socio-economic developmental goals. One of these goals is sustaining employment. Furthermore, Acs and Szerb, (2015) noted that entrepreneurship revolves around the realization of existence of opportunities in combination with decision to commercialize them by starting a new firm. This reasoning is what Thornton, (2015) called demand and supply perspectives of entrepreneurship discourse.

However, Shepherd and Douglas, (2014) observed that the essence of entrepreneurship development is the ability to envision and chart a course for a new business venture by combining information from the functional disciplines and from the external environment in the context of the extraordinary uncertainty and ambiguity which faces a new business venture. It then manifests itself in creative strategies, innovative tactics, uncanny perception of trends and market mood changes and courageous leadership. To the duo, 'entrepreneurship', when treated as 'enterprise-creation' helps develop new skills and experiences that can be applied to many other challenging areas in life. More importantly, Schnurr and Newing (2015) justified the need for promoting entrepreneurship culture on the ground that youth in all societies have sterling qualities such as resourcefulness, initiative, drive, imagination, enthusiasm, zest, dash, ambition, energy, boldness, audacity and courage which are all valuable traits for entrepreneurship development.

Supporting this assertion, Bennell, (2014) maintained that governments, NGOs and international bodies seeking to improve youth livelihoods could best pursue their empowerment objective by tapping into the dynamism of young people and build on their strong spirit of risk-taking through entrepreneurship development. Entrepreneurship development has also led to employment generation, growth of the economy and sustainable development. The current number of colleges and universities offering small

business management and entrepreneurship development programme has grown from one university in 1947 to over 1600 in the 1990s (Solomon and Fernald, 2014; Solomon et al, 2014; Solomon, et al, 2014). White and Kenyon, (2014) also found a ‘flourishing youth enterprise culture’ in the United Kingdom among young entrepreneurs aged 18-24 years.

In Zambia, it was shown that 25% of the youth are self-employed (Chigunta, 2015). Most of these young people, especially younger youth, tend to be concentrated in marginal trading and service activities. Findings in Ghana of small scale enterprises reveal that young people owned almost 40 percent of the enterprises (Osei, BaahNuakoh, Tutu, and Sowa, 2012). Similarly, research in South Africa suggests that the probability of self-employment among young people rises with age (Chigunta, 2015). When Nigerians especially unemployed youth are mentored and provided with the needed resources and enabling environment for business start-ups, they will economically be engaged thereby shunning the illegal acts of hostage-taking, kidnapping, bombing and vandalism and homelessness. In every act of entrepreneurship development, a new firm is raised hence entrepreneurship is enterprise-creation. Often times, millionaires and billionaires are made such as Bill Gate of Microsoft and AlikoDangote of Dangote Group of Companies.

Entrepreneurship education seeks to provide students with the knowledge, skills and motivation to encourage entrepreneurial success in a variety of settings. Variations of entrepreneurship education are offered at all levels of schooling from primary or secondary schools through graduate university programs (Wikipedia, 2016). What makes entrepreneurship education distinctive is its focus on realization of opportunity, where management education is focused on the best way to operate existing hierarchies. Both approaches share an interest in achieving "profit" in some form (which in non-profit

organizations or government can take the form of increased services or decreased cost or increased responsiveness to the customer/citizen/client). Entrepreneurship education can be oriented towards different ways of realizing opportunities: The most popular one is regular entrepreneurship: opening a new organization (e.g. starting a new business). Another approach is to promote innovation or introduce new products or services or markets in existing firms. This approach is called corporate entrepreneurship or intrapreneurship, and was made popular by author Gifford Pinchot in his book of the same name. Newer research indicates that clustering is now a driving factor. Clustering occurs when a group of employees breaks off from the parent company to found a new company but continues to do business with the parent. Silicon Valley is one such cluster, grown very large. A recent approach involves creating charitable organizations (or portions of existing charities) which are designed to be self-supporting in addition to doing their good works. This is usually called social entrepreneurship or social venturing. Even a version of public sector entrepreneurship has come into being in governments, with an increased focus on innovation and customer service. This approach got its start in the policies of the United Kingdom's Margaret Thatcher and the United States' Ronald Reagan.

A businessperson (also businessman or businesswoman) is someone involved in a particular undertaking of activities for the purpose of generating revenue from a combination of human, financial, and physical capital. An entrepreneur is an example of a business person. Sometimes the term can mean someone who is involved in the management of a company, especially as an owner or an executive. Sometimes it can also mean someone employed in a (usually) profit-oriented enterprise. The term businessperson/man/woman almost always refers to someone with a "white collar" occupation.

A business magnate, sometimes referred to as a capitalist, czar, mogul, tycoon, baron, oligarch, or industrialist, is an informal term used to refer to an entrepreneur who has reached prominence and derived a notable amount of wealth from a particular industry (or industries) (Wikipedia, 2016). Examples of well-known business magnates include Sir Richard Branson of Virgin Group, utility and transportation magnate Samuel Insull, newspaper magnate William Randolph Hearst of the Hearst Corporation, oil magnate John D. Rockefeller of Standard Oil, steel magnate Andrew Carnegie, Lakshmi Mittal of Arcelor Mittal, poultry magnate Frank Perdue of Perdue Farms, automobile magnate Ferdinand Piech of Volkswagen Group, and telecommunications magnate Carlos Slim.

The word tycoon is derived from the Japanese word taikun, which means "great lord," and it was used as a title for the shogun. The word entered the English language in 1857 with the return of Commodore Perry to the United States. U.S. President Abraham Lincoln was humorously referred to as the Tycoon by his aides John Nicolay and John Hay. The term spread to the business community, where it has been used ever since.

The word mogul refers to the Mughal Empire (mughal being Persian or Arabic for "Mongol") of Indian Subcontinent that existed between 1526 and 1857: the early Mughal emperors claimed a heritage dating back to Mongol ruler Genghis Khan. The modern meaning of the word is supposedly derived from the storied riches of the Mughal emperors, who for example produced the TajMahal.

As the term industrialist (from Latin industria, "diligence, industriousness") was more widely used in the context of "old world" physical industries such as steel, oil, newspapers, shipping and rail transport, it has largely been superseded by the other, more modern terms that encompass a wider range of virtual business and commercial activity (Wikipedia, 2016). Microsoft co-founder Bill Gates is consistently ranked in the top five

of the wealthiest people in the world. Such people are savvy businessmen that usually amass substantial fortunes in the process of running their business. Some are widely known in connection with their business (es) or through other pursuits such as philanthropy. The terms "mogul", "tycoon" and "baron" were often attributed to late 19th and early 20th century North American business magnates in extractive industries such as mining, logging and petroleum, transportation fields such as shipping and railroads, manufacturing, including steelmaking, banking, and newspaper publishing. This era was known as the Second Industrial Revolution or the Gilded Age. In Russia and some other post-Soviet countries, the term "business oligarch" has become popular.

"Captain of industry" was a term originally used in the United Kingdom during the Industrial Revolution describing a business leader whose means of amassing a personal fortune contributes positively to the country in some way. This may have been through increased productivity, expansion of markets, providing more jobs, or acts of philanthropy (Wikipedia, 2016). This contrasts with robber baron, a term used to describe a business leader using political means to achieve their ends. Some nineteenth-century industrialists who were called "captains of industry" overlap with those called "robber barons". These include people such as J.P. Morgan, Andrew Carnegie, Andrew W. Mellon, and John D. Rockefeller. The term was coined by Thomas Carlyle in his 1843 book, *Past and Present*. The title is regaining popularity in India, whose billionaires have more wealth than any other country in Asia.

Erasmus for Young Entrepreneurs is Europe's new mobility scheme that aims at helping new entrepreneurs to acquire relevant skills for managing a small or medium-sized enterprise (SMEs) by spending time in a business in another EU country. It was initiated by the European Union (EU) on the 19 February 2009. Erasmus for Young Entrepreneurs is financed by the European Commission and is in operation across 21 EU

countries with the help of more than 100 intermediary organisations competent in business support. By 2010, a total of 870 stays abroad will be in action.

The programme stimulates entrepreneurship, competitiveness, internationalisation and growth of start-ups and established SMEs in the EU. The programme contributes to the transfer of know-how and fosters cross-border transfer of knowledge and experience between entrepreneurs (Wikipedia, 2016). The Erasmus for Young Entrepreneurs has a number of specific objectives:

- a. It offers new entrepreneurs the opportunity to learn from an experienced entrepreneur who is running a small or medium-sized enterprise (SME) in another EU country,
- b. It enables the exchange of experience between new and experienced entrepreneurs,
- c. It facilitates access to new markets and the search for potential business partners,
- d. It enhances networking between business people and between SMEs,
- e. It allows experienced entrepreneurs to develop new commercial relations and find out more about opportunities in another EU country. Erasmus for Young Entrepreneurs provides practical and financial assistance for new entrepreneurs (NE) spending time in the business of experienced host entrepreneurs (HE) in other EU countries. New entrepreneurs travel to an experienced entrepreneur in another EU country and work with him/her for 1 to 6 months. The matching of the new entrepreneurs with the host entrepreneurs is carried out with the help of the intermediary organisations.

Financier is a term for a person who handles typically large sums of money, usually involving money lending, financing projects, large-scale investing, or large-scale money management. The term is French, and derives from finance or payment. A financier today can be someone who makes their living from investments, particularly in investing in up and coming companies and businesses. A financier makes money through this process when his or her investment is paid back with interest or from a certain percentage of the company awarded to them as specified by the business deal.

Officially, there are no degrees or schooling needed to be called a financier as it is a term to describe someone who handles money. Certain financier avenues do require degrees and licenses including venture capitalists, stockbrokers, public treasurers, trust fund managers, and accountants. Investing, on the other hand, has no requirements and is open to all by means of the stock market or by word of mouth requests for money. Venture capitalists, private equity firms, and hedge fund managers are example of financiers that do not require a license or education attainment. Persons managing funds of high net worth individuals in private partnerships are not regulated - these are typically what is referred to as "hedge funds". Managers of regulated mutual funds, broker-dealers (investment banks), registered investment advisers, brokers and brokerages, and futures commodity merchants all require a form of licensure (such as NASD Series 27) in order to hold themselves out for business; but in these cases attainment of a college degree is not required.

The multi-dimensional nature of the entrepreneur as shown above indicates that it will be difficult to have a definition that will accurately capture all the dimensions of the construct. A few of the attempts at the definitions of entrepreneur are presented below.

Schumpeter (2012) defines the entrepreneur in term of innovation and says that the single function of entrepreneur is innovation. Glueck (2014) defines an entrepreneur as an individual who creates a new firm and continues to manage it until it is successful. Carland, Hoy, Boulton and Carland (2013) define entrepreneur as a person who establishes and manages a business concern for the major aim of profit and growth. He has the major characteristics of innovative behaviour and utilization of strategic management practices in his business enterprise. Drucker (2015) defines the entrepreneur as the innovative individual who perceives business opportunities and organizes the required resources to initiate a successful business activity for profit. Singh (2016) defines the entrepreneur as the self-starter or doer who has organized and builds a successful enterprise. Amit, Glosten and Muller (2014) define the entrepreneur as individual who innovates, identifies and creates business opportunities, assembles and coordinates new combinations of resources; and extracting the most profit from his innovation in uncertain environment. Ogundele (2014) defines entrepreneurs as the innovating individual, who initiates and nurtures to growth a new and an ongoing business organization, where none existed before. He is the individual who successfully thinks or conceives a new business concern, organizes or initiates actions to start it, and manages it through its initial problems and struggles for survival. He takes all measures that lead the organization to a state of stability and self-sustaining growth. Strictly speaking, an individual is an entrepreneur when he/she performs the above-described functions of an empire builder. This is opposed to the person who is contented with being self-employed and in satisfying the primary human needs for hunger, safety and economic security. The entrepreneur above these is concerned with needs for power, property, and self-actualization. Kuratko and Hodgetts (2001) define entrepreneur as individual who recognizes opportunities where others see chaos and confusion. That the

entrepreneur is a catalyst for economic change, which uses purposeful searching, careful planning and sound judgment when carrying out the entrepreneurial processes. Uniquely optimistic and committed, the entrepreneur works creatively to establish new resources or endow old ones with a new capacity, all for the purpose of creating wealth. The above definitions were merely attempts at describing some of the aspects of entrepreneur's behaviour and functions. They were also based on the perception and academic orientation of the writers. Consequently the search for appropriate conceptualization of entrepreneur is still evolving. The common thread in all the definitions is that the entrepreneur is an individual, who innovates and explores opportunities for making profit. Entrepreneurial behaviour or entrepreneurship in many organizations is a firm level phenomenon. Stevenson and Jarillo (2012) Covin and Slevin (2011) and Burgelman (2015) notes that studied organization's corporate strategies give the impression that entrepreneurial activities were the outcome of the interaction of individuals and groups at multiple levels within the firm. Barringer and Blueborn (2014) note that the main assumption that underline the notion of corporate entrepreneurship is that it is a behavioural phenomenon, all firms fall along a conceptual continuum that ranges from highly conservative to highly entrepreneurial.

For a long time there was no equivalent for the term 'entrepreneur' in the English language. Three words were commonly used to connote the sense the French term carried: adventurer, undertaker and projector; these were used interchangeably and lacked the precision and characteristics of a scientific expression (Gopakumar, 2015). Richard Cantillon (1680-1734), gave the concept some analytical treatment and assigned the entrepreneur an economic role by emphasizing on 'risk' as a prominent entrepreneurial function (Gopakumar, 2015). J.B Say and J.H. von Thunen. Jean Baptiste say (1767-1832), the French political economist assigned the entrepreneur with a crucial

role-‘coordination’ and made a distinction between the entrepreneur and capitalist (Say, 1855). A dynamic theory of entrepreneurship was first advocated by Schumpeter (2012) who considered entrepreneurship as the catalyst that disrupts the stationary circular flow of the economy and thereby initiates and sustains the process of development. Embarking upon ‘new combinations’ of the factors of production-which he succinctly terms innovation-the entrepreneur activates the economy to a new level of development. The concept of innovation and its corollary development embraces five functions: 1) introduction of a new good, 2) introduction of a new method of production, 3) opening of a new market, 4) conquest of a new source of supply of raw materials and 5) carrying out of a new organization of any industry. Schumpeter represents a synthesis of different notions of entrepreneurship. His concept of innovation included the elements of risk taking, superintendence and coordination. However, Schumpeter stressed the fact that these attributes unaccompanied by the ability to innovate would not be sufficient to account for entrepreneurship.

According to the Harvard School “entrepreneurship comprises any purposeful activity that initiate, maintain or develop a profit-oriented business in interaction with internal situation of the business or with the economic, political and social circumstances surrounding the business”. This approach emphasized two types of activities: the organization or 48 coordination activity, and the sensitivity to the environmental characteristics that affect decision making. Despite its stress on the human factor in the production system, the Harvard tradition never explicitly challenged the equilibrium – obsessed orthodox economic theory. This was challenged by the neo-Austrian School, who argued that disequilibrium, rather than equilibrium was the likely scenario and as such, entrepreneurs operate under fairly uncertain circumstances. The essence of entrepreneurship consists in the alertness of market participants to profit opportunities. A

typical entrepreneur, according to Kirzner (2012) is the arbitrageur, the person who discovers opportunity at low prices and sells the same items at high prices because of inter-temporal and interspatial demands.

To sum up, major theories and expositions from Cantillon to Kirzner, view the entrepreneur as performing various functional roles as risk taker, decision maker, organizer or coordinator, innovator, employer of factors of production, gap seeker and input completer, arbitrageur, etc. The most appropriate definition of entrepreneurship that would fit into the rural development context, argued here, is the broader one, the one which defines entrepreneurship as: “a force that mobilizes other resources to meet unmet market demands”, “the ability to create and build something from practically nothing”, “the process of creating value by pulling together a unique package of resources to exploit an opportunity”.

At this juncture, it is important to examine the background to the idea of entrepreneur; the concept “entrepreneur” stems from a French word “entreprendre” meaning to undertake, “go-between” or “projector”. In France in the early 16th century the term was used for army leaders. It was applied to business organization in a serious sense in the 18th century as noted above, to denote a dealer who buys and sells goods at uncertain prices. Cole (1959) notes that the modern terms as known today, came into use in England only in 1879, when it signified a director or manager of a public musical institution or “one who gets up entertainment”. Mill, (1849) had mentioned it as a French word, which lacked an English equivalent. In modern times the word has been employed to differentiate an active business man from a slow-moving one. History of Entrepreneurship and Entrepreneurial activities is substantially different depending on the type of organization and creativity involved. Entrepreneurship ranges in scale from solo projects (even involving the entrepreneur only part-time) to major undertakings

creating many job opportunities. Many "high value" entrepreneurial ventures seek venture capital or angel funding (seed money) in order to raise capital to build the business. Many kinds of organizations now exist to support would-be entrepreneurs including specialized government agencies, business incubators, science parks, and some NGOs. In more recent times, the term entrepreneurship has been extended to include elements not related necessarily to business formation activity such as conceptualizations of entrepreneurship as a specific mindset resulting in entrepreneurial initiatives e.g. in the form of social entrepreneurship, political entrepreneurship, or knowledge entrepreneurship have emerged. The entrepreneur is a factor in microeconomics, and the study of entrepreneurship dates back to the work of Richard Cantillon and Adam Smith in the late 17th and early 18th centuries, but was largely ignored theoretically until the late 19th and early 20th centuries and empirically until a profound resurgence in business and economics in the last 40 years. In the 20th century, the understanding of entrepreneurship owes much to the work of economist Joseph Schumpeter in the 1930s and other Austrian economists such as Carl Menger, Ludwig von Mises and Friedrich von Hayek. In Schumpeter, an entrepreneur is a person who is willing and able to convert a new idea or invention into a successful innovation. Entrepreneurship employs what Schumpeter called "the gale of creative destruction" to replace in whole or in part inferior innovations across markets and industries, simultaneously creating new products including new business models. In this way, creative destruction is largely responsible for the dynamism of industries and long-run economic growth. The supposition that entrepreneurship leads to economic growth is an interpretation of the residual in endogenous growth theory and as such is hotly debated in academic economics. An alternate description posited by Israel Kirzner suggests that the majority of innovations may be much more incremental improvements such as the replacement of paper with

plastic in the construction of a drinking straw. For Schumpeter, entrepreneurship resulted in new industries but also in new combinations of currently existing inputs. Schumpeter's initial example of this was the combination of a steam engine and then current wagon making technologies to produce the horseless carriage. In this case the innovation, the car, was transformational but did not require the development of a new technology, merely the application of existing technologies in a novel manner. It did not immediately replace the horse drawn carriage, but in time, incremental improvements which reduced the cost and improved the technology led to the complete practical replacement of beast drawn vehicles in modern transportation. Despite Schumpeter's early 20th-century contributions, traditional microeconomic theory did not formally consider the entrepreneur in its theoretical frameworks (instead assuming that resources would find each other through a price system). In this treatment the entrepreneur was an implied but unspecified actor, but it is consistent with the concept of the entrepreneur being the agent of x-efficiency. Different scholars have described entrepreneurs as, among other things, bearing risk. For Schumpeter, the entrepreneur did not bear risk: the capitalist did.

Historically, the study of entrepreneurship reaches back to the work of Richard Cantillon and Adam Smith in the late 17th and early 18th centuries, but was largely ignored theoretically until the late 19th and early 20th centuries and empirically until a profound resurgence in business and economics in the last 40 years. In the 20th century, the understanding of entrepreneurship owes much to the work of economist Joseph Schumpeter in the 1930s and other Austrian economists such as Carl Menger, Ludwig von Mises and Friedrich von Hayek.

The view of Salami (2011) identified two types of entrepreneurship viz:

- i. **Opportunity - Based Entrepreneurship.** This occurs when an entrepreneur perceives a business opportunity and chooses to pursue it. Ernst and Young (2009) in a survey found that majority of entrepreneurs said they saw economic slowdown as the perfect time to pursue new market opportunities. In addition, economists, academics and industry leaders agree that recession tend to favour the naturally innovative temperament of entrepreneurs.
- ii. **Necessity - Based Entrepreneurship.** This occurs when an entrepreneur is left with no other viable option to earn a living. It is borne not as a choice but compulsion which makes him or her choose entrepreneurship as a career. An example is the Nigerian Civil War of 1967-1970 when the economic embargo introduced by Federal Government forced the secessionist Biafra to develop fuel pump from coconut and palm oil.

In a similar vein, a study by Anyadike, Emeh and Ukah (2012) revealed that entrepreneurs are of two categories viz: craft entrepreneur (who exploits and utilizes personal skills) and opportunistic entrepreneur (who is interested in having the business to grow and expand).

In line with this, many developing countries including India are in a state of transition. They are striving to move from a subsistence-oriented, tightly integrated, inward looking local economy to a surplus seeking, market led, outward looking economy. Such a move is possible only with the emergences of a multitude of a small-scale and rural enterprise in all works of life. This requires building up of a wider base of population capable of entrepreneurial behaviour. If we take India as an example in the context of development, we find that the initial build-up of entrepreneurial activity took place in urban center. This was followed by a trickledown effect in rural communities over time. Development strategy today, however, seeks a more proactive and immediate change in India. While

much of policy making in this regard treats enterprise creation 47 as a function of appropriate economic conditions (made possible through institutional and economic interventions), others have emphasized training and attitude change as vital elements in the process. But it needs systematic observations and research into the process through which entrepreneurship emerges and sustains itself. Enterprises and entrepreneurs have been in the center stage of modernization since the days of Industrial Revolution. Economists, sociologists, psychologists and anthropologists have studied this concept, usually within the frontiers of their respective disciplines. Models of entrepreneurship and research associated with them have identified several major issues such as vagueness in definition, conceptualizing entrepreneurship as a trait, significance of innovation in entrepreneurship, meaning of activities in the post-enterprise creation stage, validity of measures of entrepreneurial propensity and significance of demographic factors.

Also to be briefly explained is the key elements identified in the integrative behavioural framework of entrepreneurship which includes; Personal Resourcefulness, Achievement Orientation, Strategic Vision, Opportunity Seeking and Innovativeness.

Personal Resourcefulness: The root of the entrepreneurial process can be traced to the initiative taken by some individuals to go beyond the existing way of life. The emphasis is on initiative rather than reaction, although events in the environment may have provided the trigger for the person to express initiative. This aspect seems to have been subsumed within 'innovation' which has been studied more as the 'change' or 'newness' associated with the term rather 'pro-activeness'. 'Personal resourcefulness' is the belief in one's own capability for initiating actions directed towards creation and growth of enterprises. Such initiating process requires cognitively mediated self-regulations of internal feelings and emotions, thoughts and actions as suggested by Kanungo and Misra (2015).

Achievement-Orientation: While personal initiative and purposeful behaviour can be viewed as a good starting point of an entrepreneurial effort, many such initiatives fail. The archetype successful entrepreneur is supposed to epitomize achievement motivation (McClelland, 2015) which facilitates the creation and development of enterprises in competitive environments. While critics have raised serious questions regarding the unique or overarching significance of n-Ach in the emergence of entrepreneurship this element of personality has continued in the mainstream of entrepreneurship theory. People with high n-Ach are known to seek and assume high degree of personal responsibility, set challenging but realistic goals, work with concrete feedback, research their environment and choose partners with expertise in their work (Kanungo&Bhatnagar,2005). Such characteristics of high n-Ach people contribute to successful completion of tasks that they venture to take up. Hence, we see achievement orientation as a set of cognitive and behavioural tendencies that are oriented towards ensuring that outcomes such as enterprise creation, survival and growth are realized.

Opportunity-Seeking: The context in which an individual brings to bear his/her initiative, achievement orientation and visioning have a strong bearing on what it produces; when these forces are directed towards realizing surplus or value in a market environment, over a period of time, we see the creation of enterprises. This perspective of the entrepreneur as a merchant adventurer, who in Cantillon's view balances out imperfections in the market in pursuit of what Bentham terms wealth, provided the historical basis for the development of entrepreneurship. The wealth is seen as the reward the entrepreneurial individual gains for the risk taken or exercise of judgment where there is greater possibility for error; this distinguishes between certain return from wage labour, and return from risk-oriented production for the market. Hence 'opportunity seeking' would include one's ability to see situations in terms of unmet

needs, identifying markets or gaps for which product concepts are to be evolved, and the search for creating and maintaining a competitive advantage to derive benefits on a sustained basis.

Innovativeness: Schumpeter(2012) went on to conceptualize entrepreneurs as persons who are not necessarily capitalists or those having command over resources, but as ones who create new combinations of the factors of production and the market to derive profit. Innovativeness refers to creation of new products, markets, product-market combinations, methods of production and organization, and the like that enable the enterprise to gain competitive advantage in the market. It is evident that each of the dispositions referred to may be found in all types of individuals (entrepreneurs and non-entrepreneurs). Then how can we relate these dispositions to entrepreneurship? We propose that when these five elements converge at high intensities, in non-restrictive environments, it is likely to give rise to enterprise formation. Therefore, one may find individuals who had created enterprises in the past now turning weak because they may no longer be proactive enterprise creators; instead they may be content to play the role of managers in their stable business, or turn to community leadership, and the like. Hence, this perspective lends to a process view of entrepreneurship.

Entrepreneurship development initiatives in Kogi State

In the pursuit of poverty reduction and job creation among the generality of the citizens of Kogi State, two different administrations namely; Governor Ibrahim Idris and Wada Idris, established two prominent entrepreneurship development schemes in the State. These schemes were essentially designed to empower citizens in the area of skill acquisition and entrepreneurship. They were designed to be gender sensitive so as to address the skill acquisition needs of both male and female citizens of the state.

Kogi Women Development Centre

This centre was established in 1990 by the military government under auspices of ministry of women affairs. Its primary objective is to provide entrepreneurial skill acquisition training to women for self-reliance, economic empowerment and poverty reduction.

The training programme is designed exclusively for married and unmarried women from various local governments in the state. It is a six months programme in various skills such as tailoring, knitting, tying and dyeing, pomade and soap making. At the end of the training, each participant is provided with required tools and machinery for her smooth take off as an entrepreneur. Since inception the scheme has graduated more than one thousand (1,000) women trainees in various skills mentioned above.

Kogi State Youth Empowerment Centre

This centre was established under the Department for Women Affairs in 2013 by Wada Idris administration. Its main aim is to train male youths in various entrepreneurial skills for employment opportunities and enhancement of social and economic wellbeing of unemployed youths in the state.

At the beginning of the scheme, participants from various local governments in the state totalled forty eight (48) were enrolled in the programme to specialize in either of the five artisan skills provided by the centre which include, motor mechanics, electrical wiring, plumbing, vulcanizing and welding. The one in Dekina L.G.A is located in Oganenigwu Village. The pioneer set graduated after eighteen months rigorous training in the aforementioned skills. After graduation each trainee was given the sum of one hundred thousand Naira and tools for smooth take off of his private enterprise.

In 2014/2015, a second batch was enrolled with a total number of three hundred and thirty six (336) candidates from fourteen local government areas of the state. In this batch, tailoring was introduced as a new skill and twenty thousand (20, 000) Naira was given to each participant. The period of training was reviewed down ward to six months as against the earlier duration of one and half years (18 months).

Empowering People for Better Livelihood (Grooming Center)

This scheme is own by an NGO with Headquarters in Lagos but the scheme has centers in various local governments in Kogi State, which includes Idah, Dekina and Ankpa LGA.

The centre enrolled nine hundred and fifteen (915) trainees that successfully graduated after six months training, each participant was also assisted with twenty thousand Naira (20, 000) start off capital and required tools for smooth take off in the particular skill acquired.

These young entrepreneurs are found in all localities and the metropolis in the state. They are also said to have extended their operations to other states of the federation including Abuja and Kwara state.

Constraints of Entrepreneurship in Job Creation

Constraints of entrepreneurship development could either be economic resources or human resources. Economic resources are made up of labour, land capital and entrepreneurial abilities, which when combined produce a great output. The key roles of entrepreneurship include mobilization of domestic savings for investment, significant contribution to Gross Domestic Product (GDP) and Gross National Income (GNI), harnessing of local raw materials, employment creation, poverty reduction and alleviation, enhancement in standard of living, increase in per capita income, skills

acquisition, advancement in technology and expert growth and diversification. Irrespective of the benefits associated with entrepreneurship, there are lots of barriers that have prevented youths from fully realizing their potentials and assuming responsibilities in the society. These barriers are however differently grouped by different authors and scholars in the literature, but According to Onwubiko, (2014) the barriers to entrepreneurship were grouped under the following sub-headings:

i. Absence of Infrastructural Facilities

It is a universal belief that certain basic infrastructural facilities aid the development of the mind and body and assist productivity in any environment. These facilities have been identified as good roads, good water supply, constant power, access to information and communication technology and other tools of trade. A case where these are lacking in a country, the growth of the economy will be adversely affected. In Nigeria, these basic work tools as well as the enabling environment is lacking. All these put together have made entrepreneurial activities cost intensive, unprofitable and uninteresting thereby dissuading the youths from assuming entrepreneurial leadership positions.

ii. Inadequate Working Capital

Even though many scholars such as Onugu, (2013) have argued against non-availability of capital as the prime problem of entrepreneurship development, the availability of capital, says Onwubiko (2014) is central to the establishment and continued existence of any enterprise irrespective of the size, focus and objective. It has been observed that for an entrepreneur in Nigeria to start a business, he /she must have adequate funds. In a situation where the working capital is inadequate or unavailable, it becomes a problem. This is one of the major, if not the major problem that young people encounter when opening a business. Banks are reluctant to give out loans to intending entrepreneurs

especially when they are young people. The procedures for accessing such credits are often rigorous and dependent on the provision of collaterals which the potential entrepreneur may not possess. Therefore intending entrepreneurs often fall back on their personal savings or on loans from family members and friends.

iii. Low Standard of Education

The world today is a global village and since an intending entrepreneur must be conversant and in tune with events around and about him, education becomes a critical factor in preparing and empowering the entrepreneur with the qualities required of him. Unfortunately, the role of education in forming young people to become change agents it seems, have been ignored. Year after year, the quality of education in the Nigerian institutions has gradually been on the decline, due to strikes and unqualified teachers. While those who stay in the system is as a result of the unavailability of alternative jobs. Government policy or lack of one has been a major bane of education in Nigeria. The schools are not adequately funded, equipped, regulated and managed to bring out their optimum potentials in youths and potential entrepreneurs.

iv. Lack of Adequate Training

Absence of adequate training for students such has made it difficult to them to meet up the transformation question. This challenges the future of the youth as entrepreneurs. It has been observed that the educational curriculum in Nigeria focuses more on the theoretical without a corresponding practical approach. Most employers are always compelled to retrain their employees due to lack of knowledge of basic work ideas or familiarity with the area of study of the employee. Technology has been used to improve the quality of life through the use of the computers and other technological discoveries such as the internet. Where the youth does not have the knowledge or skill of the latest

technology, it affects their outlook to life. This also results in low morale, inefficiency and lack of confidence.

According to Ile, (2000) there are factors that could shape the success or failure of a potential entrepreneur. They include the following, political, legal, ethnical, economic, cultural, social and physical. They play a role in stifling the dreams and aspirations of the youth towards assuming entrepreneurship positions. Economic factors such as policy reversals, high and double taxations, difficulty in procuring business approvals, high inflation and unstable exchange rates are some of the areas of concern for the potential entrepreneur who is in most cases a greenhorn basically there are three major factors that hinders entrepreneurship : structural, cultural and the lack of political will by policy makers. Structurally, structural inhibitors in the growth of entrepreneurship have its origin in the Nigerian education policies since independence in 1960. Another related structural problem is the low budgetary allocation to the education sector, particularly the vocational and technical education sub sector. Poor leadership, corruption and mismanagement of resource have also contributed to the gross under-funding of education.

Culturally, it can be argued that entrepreneurship has been hindered by two major factors: society's perception about the socioeconomic status of artisanship and the value system which is fast being eroded. There is the general perception that artisans and technicians are "never-do wells", dropouts, societal rejects or even failures that should perpetually remain at the bottom of the socio-economic ladder.

Politically, Lack of Political Will on the side of our political leaders have been a more hindrance to entrepreneurship development and reduction of unemployment in Nigeria (Onwubiko (2014). The neglect of vocational/technical education has been robbing the

nation of the potential contributions of its graduates to national growth and economic development. The inability of policy makers to has lead underdevelopment of Africa. Agbeze al et (2012), writing on the obstacles of Entrepreneurship Development averred that the challenges and obstacles facing aspiring Nigerian entrepreneurs include amongst others the following:

1. Constrained access to local and international markets stunt entrepreneurial expansion and proliferation because Entrepreneurs find it difficult to successfully market and expand their business as a result of high cost of doing business. Enterprises can only succeed if awareness of market availability is created.
2. Severe infrastructure deficits (mainly of power and electricity) that hamstring both new and existing businesses. Interestingly, World Bank study carried out in the last ten years or so indicated that if government is able to remove power as a bottleneck, Nigeria will at least gain 30 percent competitiveness in production. It is therefore imperative that an effective energy policy be developed as business cannot thrive under a bad energy policy.
3. Inadequate access to finance and the absence of a viable credit policy that addresses the specific needs of enterprises.

2.3 Theoretical Framework

Several theories abound to serve as platform for the explanation of the nature, processes, manifestations and variables of entrepreneurship.

Schumpeter's Theory developed in 1934, dwells on the "Concentric Circles" of economic boom and depression which generates the "Social Climate" that determines societal attitudes, encouragement and rewards to business endeavours.

i. The Creative Imitation Theory espoused by the likes of Drucker on the other hand, stressed the issue of change which in turn informs the search, response and exploitation of opportunities by people in a particular society at a given time.

ii. Inkele and Smith's Need-to-Improve Theory is also one of the reference base for the theoretical understanding of entrepreneurial development, study and endeavour. Supported by the likes of Harbison (1964), Meir (1976), Onwuejeogwu (2013), the theory stands on the exploratory behaviour of entrepreneurs which makes people to continually seek for new ideas and better methods.

This endless “search” for available, but yet unnoticed opportunities directly links up to Kirzner (2012) and other writers of this mold's formulation of their **Theory of**

iii. Entrepreneurship Alertness. Proponents of this theory believed that this alertness is a common trait that successful entrepreneurs possess.

Lastly, is **the Economic Survival Theory**, which is adopted by the researcher as the framework for the presentation and better understanding of this research work. The Centre-piece of the proponents of this theory's argument focuses on what Gilder (1981) referred to as the “movement from poverty to wealth”. The theory assumes that entrepreneurship is more prevalent among people who are:

- Oppressed by Marginalization
- Suppressed by Discrimination
- Victimized by Circumstances; and
- Affected by Political Upheavals.

According to Mbaegbu (2008), people who fall into this category have to channel their creative abilities to entrepreneurship.

The above Theory is therefore relevant to this study in the light of the fact that Nigeria as a country, today sits at the precipice of political disintegration arising out of the present state of economic disconnect and unease, occasioned by unemployment unmitigated level of poverty among her people and other unpalatable socio-economic in-balances.

To grapple with loss of jobs caused by lower capacity utilization, factory closure forced migration; many Nigerians have adopted this Economic Survival model for sustenance. The theory becomes more appropriate viewed against the background of the high rate of poverty engendered by both educated and uneducated unemployment in the country. Since the jobs are non-existence or negligible in quantity compared to the influx, entrepreneurial endeavour by people has become the only visible alternative. It is noteworthy that the average Nigerian, and their government at all level including those of Kogi State have also come to this realization in full and have therefore set different machineries and in motion formulated to several programmes to promote entrepreneurial development in the country towards minimizing poverty.

However, the researcher is of the strong opinion that the position of the Economic Survival Theory cannot be taken hook, line and sinker. While the theory had the capitalist, pro-western Europe industrial outlook, it is pertinent to point out that there exists substantial entrepreneurship indigenous to Nigeria. Secondly, there is the failure or inadequate capturing by the theory of such important things as the desire to develop internal and local capacity as a substitute for foreign ones in the quest for national development.

For instance, the Nigerian government is as at today promoting massive cassava production as a means of poverty alleviation at the grassroots, since it is a product that can be produced in most parts of the country. However, the desire to improve export

earnings, substitute cassava for imported wheat and regain the over \$10 billion dollars spent on rice and wheat important and the development of local capacity remains the driving force. Also, many people's desire in today's world to be self-employed and the desire to attain self-actualization through the unleashing of latent talents also inform the entrepreneurial consideration rather than just to keep body and soul together as assumed by the economic survival theorists.

2.4 Review of Previous Studies

Several scholars' works and studies abound on the subject matter of Entrepreneurial development. These works often relates to youth empowerment in the form of employment generation, SMEs development for job creation and skill development for self-employment generation these are all the hallmark of entrepreneurial development efforts.

A study on Entrepreneurship development and employment generation in Nigeria: Problems and prospects were conducted by Anyadike, Emeh and Ukah (2012); the paper took a study of Nigeria's growing unemployment situation and how it increasingly dwindles the potentials of the country, especially following official figures from the Bureau of statistics that puts the figure at about 20% (about 30 million), which still did not include about 40 million other Nigerian youths captured in World Bank statistics in 2009. They stated that by implication, it means that out of the 150 million Nigerians, 50% are unemployed, or worse still, at least 71% of Nigerian youths are unemployed. Anyadike et al (2012) stated further that these days, employment creation is no longer the prerogative of government but, a joint effort between the public and private sectors. It is in this regard that their paper seeks a permanent solution to this endemic and pandemic phenomenon in Entrepreneurship development. At the end of the study, having

utilized the secondary source of data generation to source data for the paper, relying extensively on current articles from ardent scholars on entrepreneurship development and government statistical documentations, the paper made several findings and recommendations among which is that government should make entrepreneurship sellable to the people by inculcating it into the educational curriculum at every strata of the educational sector and also utilize a re-modeled NYSC scheme to educate the youths more on the importance, essence and need for entrepreneurship development especially on a practical basis and then find a means of supporting these entrepreneurship projects cutting across all spheres of the country; and also create enabling environment for entrepreneurship to thrive by ensuring social security and adequate infrastructural facilities (Anyadike et al, 2012).

Likewise, in a study by Tijani, Oyeniyi and Ogunyemi (2013) on the impact of technical entrepreneurial skills on employment generation in small and medium scale enterprises in Lagos State Nigeria; data were collected through administered questionnaire from 37 entrepreneurs in various activities and were analyzed through the use of sample t-test, paired differences sampled test and simple regression analysis respectively. All the hypotheses were tested at 0.05 level of significance. The Results from the three hypotheses tested revealed that technical entrepreneurial skills generate employment in Small and Medium Scales Enterprises in Nigeria than the commercial entrepreneurial activities. Furthermore, the study revealed that the growth of Small and Medium Scale Enterprises (SMEs) in Nigeria had no significant contribution to the Gross Domestic Product (GDP) of the Nigeria due to the identified variables as well as other stochastic variables. It was recommended that all stakeholders especially the Government should redirect and rethink on establishment of technical schools and provision of all business

friendly environment factors like; constant power supply, good road networks and others (Tijani et al, 2013).

A study by Ihugba, Odii and Njoku (2013) on the Challenges and Prospects of Entrepreneurship in Nigeria; the researchers holds that the success of generating income for majority of rural and urban dwellers with no formal paid employment highly depends on Entrepreneurship. They stated further that entrepreneurship is the backbone of economic development all over the world and play important role for employment, income and societal changes, particularly in transition economies like Nigeria. Their paper focused on the nature and the extent to which entrepreneurship in Nigeria has been developed so far, and outlines the initiative by government and also the main current and future challenges and perspectives for the development of entrepreneurship. The study revealed that such initiatives by government failed abysmally due to over bearing bureaucracies, corruption, inadequate and inefficient infrastructural facilities and maladministration. The paper concludes that entrepreneurship miracle in other country is an engine for job creation; innovation and diversity and Nigeria's entrepreneurs have a long way to go before they can effectively drive changes in the economy and recommends that Government (policy makers) should genuine recognize the essence of entrepreneurship to economic development by providing the enabling environment for private sector led investment for economic development and also provide adequate infrastructural facilities like water, electricity, road network, communications etc. (Ihugba, Odii and Njoku, 2013).

Chidiebere, Iloanya & Udunze (2014) in their study reveals that the development and transformation of Nigerian and the Sub-Sahara Africa is highly dependent on youth empowerment through Entrepreneurship. They stated that entrepreneur is the backbone of economic development all over the world and play important role for employment,

income and societal changes, particularly in transition economies like Nigeria. The concerned of their paper was on to what extent can entrepreneurship in Nigeria help to reduce youth unemployment; where they outlines the initiative taken by government to curtail unemployment and also the challenges and prospects for the development of entrepreneurship. The study revealed that such polices and initiative by government has affected the “transformation question”. This is due to the increase of corruption, inadequate and inefficient infrastructural facilities and maladministration. The paper concludes that entrepreneurship development is an engine for job creation; innovation and diversity and therefore recommends that Government (policy makers) should genuinely recognize the essence of entrepreneurship to economic development by providing the enabling environment and secured environment for the youth to be gainful employed for economic development and also provide adequate infra-structural facilities such as water, electricity, road network, communications etc. (Chidiebere, 2014).

A summary of the literatures reviewed above is that there is a broad consensus among policy makers, researchers and practitioners that entrepreneurial development can mitigate the menace of unemployment through job creation in Nigeria and also in Kogi East as well thereby getting the youth fully empowered to meet their daily economic needs and desire.

2.5 Summary of the Review

From the works reviewed, the opinion of the researchers differs not on the growing unemployment situation in Nigeria. Their emphasis has brought to the fore the need for the ugly condition to be arrested. Hence, their craving for more entrepreneurial development centres to be built to help mitigate the socio-economic effects of this growing unemployment situation.

Our study is not an exception in this regard, given that the study area also houses high rate of unemployed youths. The study looks at entrepreneurial development and job creation in Kogi East Senatorial District, this study is out to lend credence to previous studies on the subject matter of solving unemployment problems through the use of entrepreneurial development initiatives.

2.6 Gaps in Previous Studies

In the course of reviewing previous studies, it was observed that most of them actually dwelt on employment generation and the unemployment problem without any reference to the Kogi East Senatorial District in Kogi State activities and programmes driven towards job creation in the senatorial district and in the entire State. Hence, this study is therefore unique in this regard because, it is considering the effect of Entrepreneurial Development on Job Creation in Kogi East senatorial district Between 2000 - 2015. In addition, the study also seeks to appraise the efficiency of some of the identified entrepreneurial development centres especially their viability. Likewise, the study highlighted some of the propositions of government aimed at tackling unemployment through entrepreneurial development for job creation and self-employment generation.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter dwells on the methodology used to analyze obtained data. The data collected and the methods of collection were discussed here. The mode of interpretation within stated intervals were also explained in this chapter. Likewise, the nature of questionnaire questions on the study area was highlighted here. Methodology is essential in the course of a research work, considering its significance in carrying out stated objectives and hypotheses.

3.2 Research Design

The study is a survey one that is geared towards examining the Impact of Entrepreneurial Development on Job Creation in Kogi East senatorial district Between 2000 – 2015. The research assessed the impact of the activities and programmes as contained in its framework on fostering job creation opportunities for empowering the unemployed particularly the youth in Kogi State.

The research designed depends on both primary and secondary data. The primary sources involve; the construction and distribution of questionnaire to respondents, while the secondary sources involves; extensive use of books, journals, and official documents to obtain reliable data in line with government policy and programmes with regards to job creation through Entrepreneurial development in Kogi State.

3.3 Population of the Study

For the purpose of this study, the target population comprised all the persons living in the eastern part of Kogi State both male and female. According to the 2006 population census, the estimated population is One million four hundred and seventy nine thousand,

one hundred and forty four (1,479,144). However, the focus of the study shall be on the population of the three selected local government areas, as contained in table 1 below.

Table 1: Showing the Population of the Three Selected LGAs and their Percentages

s/n	LGA	Population	% of Population
i.	Dekina	260,968	43%
ii.	Ankpa	266,176	44%
iii.	Idah	79,755	13%
	Total	606,899	100

Source: Field Survey (2018)

3.4 Sample Size and Sampling Technique

From the population of six hundred and six thousand eight hundred and ninety nine (606, 899) for the entire people living in the three selected LGAs Kogi East senatorial district (2006 population census), we obtained the sample size for this research study, through the use of the Taro Yamane (1967) formula cited in Israel (1992:1-10) as presented below:

$$n = \frac{N}{1 + N(e)^2}$$

Where

n = Sample size desired

N = Total Population

1 = Constant

e = Level of significance (5%)

$$\begin{aligned} n &= 606,899 / 1 + 606,899 (0.05)^2 \\ &= 606,899 / 1 + 606,899 (0.0025) \\ &= 606,899 / 1 + 1,517.25 \end{aligned}$$

= 606,899/1,517.25

n = 399.99

Approximately, the sample population is 400 persons.

As such, this 400 sample population obtained formed the total number of questionnaire that were administered to a carefully identify cross-section of beneficiaries of the youth empowerment programmes in recent times. In as much as it was slightly difficult reaching out to the beneficiaries we have concentrated on those that have just benefited recently and those that are currently being trained as well. From this group, a sample population of 400 beneficiaries have been drawn to represent the other beneficiaries that could be easily reached.

Since the programme of entrepreneurial development was intended to benefit all the people of Kogi State, we decided to have the questionnaires distributed amongst three purposively selected Local governments. That is, three local governments were also purposively selected from Kogi East senatorial district; Dekina, Ankpa and Idah.

In the study, we distributed a total of 400 questionnaires in the three (3) selected LGAs. The distribution is according to their percentage contribution to the total population as listed below:

- a. Dekina - 172
- b. Ankpa - 176
- c. Idah- 52

3.5 Instruments for Data Collection

The study used two sources of data collection which are primary sources and secondary sources. The primary sources include questionnaire and observation which were used to measure the variables. The secondary source information were gathered on such issues as number of applicant willing and ready to take up entrepreneurial endeavours, the type of

endeavour and the prospect for success. Textbook, Journals articles, Newspapers and Magazines were extensively used in gathering secondary data.

In order to ensure accuracy of data collection further efforts were made to collect from the following sources:

- i. Kogi State Budget Office – for Annual Reports and Statement of Accounts.
- ii. Office of the Kogi State, Special Adviser on Youth and Women Empowerment.

3.5.1 Validity of the Instrument

A major prerequisite for the success of any research work depends on the validity of the instrument. Instrument is said to possess validity when it actually measures what it claims to measure. With this in the mind of the researcher, a copy of the instrument for the study was first given to the supervisor for thorough scrutiny and screening. This is to ensure that expert validation of the instrument is done. The investigator made sure that the questionnaire was properly designed to be able to capture what it was designed to measure. It was such that the content, concept of test items are relevant, appropriate and equally acceptable to the respondents. Finally, the researcher ensured that the contents of the instrument were consistent with both the objectives and the hypotheses of the study.

3.5.2 Reliability of the Instrument

When the results of measuring instruments are consistent overtime, dependable and credible, then we can say that the measuring instrument is reliable. Reliability therefore, refers to the ability of an instrument to produce the same, consistent results overtime when applied to the same sample.

This ensure that the instrument has high reliability, the questionnaire was constructed in a simple, concise and unambiguous, correction made with application of guides and explanations which enabled the respondents complete the questionnaire quickly and appropriately too.

Furthermore, to ensure reliability of the instrument, draft copies of the questionnaire were administered to supposed beneficiaries of the entrepreneurial development initiatives of government like three times. This is to compare whether there was consistency between their former response and the later. A reliable test of over 80% (0.80) was obtained for the study. This is a highly significant score for a study.

3.6 Method of Data Collection

The study adopted the five – point Likert-Scale rating scale method of questionnaire to obtain information from respondents. The Likert-Scale rating scale questionnaire design enabled researcher to ask respondents on how strongly they agree or disagree with a statement or series of statements on a five point scale, e.g. 5 – Strongly Agree, 4 – Agree, 3- Undecided, 2 – disagree, 1 – strongly disagree.

In addition, data were obtained through structured interview to elicit information from the people living in the selected communities and local governments in Kogi State. The results of the interview formed the part of the basis for this study. Some of the questions that asked the respondents are: (a.) what kind of relationship exists between entrepreneurial development programme and job creation in Kogi East senatorial district? (b.) What has been the effect of entrepreneurial development programmes and activities on the army of the unemployed in Kogi East senatorial district? (c.) are any challenge(s) militating against the activities of entrepreneurial development and job creation programmes in Kogi East senatorial district?

Furthermore, the study adopted secondary data which were obtained from relevant journals, books, newspapers and the internet materials for the literature review and organizational performance.

3.7 Method of Data Analysis

The data collected using the questionnaires were analyzed using quantitative data analysis methods. The quantitative method involves both descriptive and inferential analysis. Descriptive analysis such as frequencies and percentages are used to present quantitative data in form of tables. Data from questionnaire are coded and logged in the computer using Statistical Package for Social Science (SPSS V 23.0). This involved coding both open and closed ended items in order to run simple descriptive analyses to get reports on data status. Descriptive statistics involves the use of absolute and relative frequencies, measures of central tendency and dispersion. The analysis is made with a 95% level of confidence i.e.

$P = 0.05$. The formula for the simple regression is given as: $Y = a + bx$, where Y is the independent variable and X is the dependent variable it was used in testing the stated hypothesis.

The data generated qualitatively through the interviews are transcribed using interpretive analysis which is holistic and contextual to produce the narrative chronology

The degree of freedom (df) was determined using the formula $df = v - 1$

Where v = Number of categories (which five Likert-scale of Strongly Agree, Agree, Disagree, Strongly Disagree and Undecided). Therefore, $v = 5$.

All computed were tested at the significance level of 0.05 with degree of freedom of $v - 1$; $5 - 1 = 4$.

CHAPTER FOUR

PRESENTATIONS AND ANALYSIS OF DATA

4.1 Introduction

The total numbers of administered questionnaire were 400 to the sampled population and were distributed amongst the three purposively selected Local Government Areas. However, 382 was duly completed and returned by the respondents. That is about ninety four per cent (94%) return rate. As such, it is upon those completed and returned that the analysis and estimation were made using appropriate statistical research techniques.

4.2 Presentation of Data

In consonance with the issues raised in the distributed questionnaires, the following responses were gotten from our respondents, which are presented in tabular form alongside their frequencies and percentages which can be seen to be self-explanatory and easy to comprehend. However, in the next section, we made inferences from tables that have direct bearing on our stated statements of hypotheses as contained in chapter one of this research studies.

Frequency Tables and their Percentages

SECTION A

Table 1: Age distribution of Respondents

Category	Frequency	Percentage
Below 25	122	31%
25 – 35	160	41%
36 – 44	82	23%
45 – 56	18	5%
57 – above	-	- %
Total	382	100%

SOURCE: SPSS OUTPUT, (2018)

From table 1, it shows that of the 382 respondents, 122 respondents i.e. 31% of respondents age falls below 25 years of age, 160 (41%) fell between 25-35, 82 (23%) fell between 36–44, 18 (5%) respondents fell between 45 – 56, while none of the respondents fell in the 50 and above categorization. The 41% for ages between 25 and 35 is understandable because the study is focused on an area that affects the youth more i.e. solving youth unemployment problem through youth entrepreneurial development.

TABLE 2: Sex Distribution of Respondents

Category	Frequency	Percentage
Male	198	52%
Female	184	48%
Total	382	100%

SOURCE: SPSS OUTPUT, (2018)

From table 2, it shows that of the 382 respondents, a total 198 respondents were male, that is, about 52%, while 184 of the respondents were female that is, 48% of the respondents. The male category seems to be more because they are expected to be breadwinners of their various families.

TABLE 3: Marital Status of Respondents

Category	Frequency	Percentage
Married	218	57%
Single	157	41%
Divorced	7	2%
Others (Specify)	-	- %
Total	382	100%

SOURCE: SPSS OUTPUT, (2018)

From table 3, it shows that of the 382 respondents, a total of 218 (57%) respondents are married, 157 (41%) respondents are single, 7 (2%) were divorced, while there was none for the others category. Majority are married may be due to the fact that the bulk of the respondents are in the presumed marriageable age.

TABLE 4: Educational Qualification of Respondents

Category	Frequency	Percentage
SSCE	109	29%
B.Sc. or Equivalent	265	69%
Master's Degree	8	2%
Above M.Sc.	-	- %
Total	382	100%

SOURCE: SPSS OUTPUT, (2018)

From table 4, it shows that of the 382 respondents, 109 respondents have SSCE, depicting 29%. 265 respondents representing 69% holds B.Sc. or its equivalent, 8 respondents representing 2% have Masters' degree, while none of the respondents have above Masters' degree. It is interesting to see that majority of the respondents are graduate, it brings to the fore, the significance of graduate unemployment in the State.

TABLE 5: Distribution of Respondents by Nature of Benefits from entrepreneurial development programmes in Kogi East Senatorial district

Category	Frequency	Percentage
Training,/Finance	122	32%
Financial Support	126	33%
Apprenticeship	134	35%
Total	382	100%

SOURCE: SPSS OUTPUT, (2018)

From table 5, it shows that of the 382 respondents, 122 respondents representing 32% have enjoined training and support from entrepreneurial development programmes, 126 respondents representing 33% have received financial support while 134 respondents representing 35% of the respondents have undergone apprenticeship through the region’s entrepreneurial development programmes. It is almost even for all categories, it shows that there is equal interest for all of the programmes without preference.

SECTION B

Table 6: Respondents’ response on whether there is sufficient information on Entrepreneurial Development in Kogi East Senatorial District.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	118	30.8	30.8	30.8
AGREE	88	23.1	23.1	53.9
UNDECIDED	15	3.9	3.9	57.8
STRONGLY DISAGREE	129	33.8	33.8	91.6
DISAGREE	32	8.4	8.4	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From table 6, it shows that of the 382 respondents, 118 (30.8%) of them strongly agreed that there is sufficient information on Entrepreneurial Development in Kogi East senatorial district. 88 (23.1%) also agreed with this position. However, 15 persons (3.9%) were undecided, while 129 persons (33.8%) strongly disagreed that there is sufficient information on Entrepreneurial Development in Kogi East senatorial district. Whereas, 32 person (8.4%) disagreed. This implies that to an extent there has been sufficient information on Entrepreneurial Development in Kogi East senatorial district.

Table 7: Respondents’ response on whether they agree that Entrepreneurial development for job creation is a good initiative.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	248	64.9	64.9	64.9
AGREE	98	25.7	25.7	90.6
UNDECIDED	15	3.9	3.9	94.5
STRONGLY DISAGREE	9	2.4	2.4	96.9
DISAGREE	12	3.1	3.1	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From table 7, it shows that of the 382 respondents, 248 (64.9%) of them strongly agreed that Entrepreneurial development for job creation is a good initiative. 98 (25.7%) also agreed with this position. However, 15 persons (3.9%) were undecided, while 9 persons (2.4%) strongly disagreed that Entrepreneurial development for job creation is a good initiative. Whereas, 12 persons (3.1%) disagreed. This implies that Entrepreneurial development for job creation is a good initiative.

Table 8: Respondents’ response on whether there is a significant effect of Entrepreneurial Development programmes on Job creation in Kogi East senatorial district

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	121	31.7	31.7	31.7
AGREE	183	47.9	47.9	79.6
UNDECIDED	5	1.3	1.3	80.9
STRONGLY DISAGREE	31	8.1	8.1	89.0
DISAGREE	42	11.0	11.0	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 8, it shows that of the 382 respondents, 121 (31.7%) of them strongly agreed that there is a significant effect of Entrepreneurial Development programmes on Job creation in Kogi East senatorial district. 183 (47.9%) also agreed with this position. However, 5 persons (1.3%) were undecided, while 31 persons (8.1%) strongly disagreed that there is a significant effect of between Entrepreneurial Development programmes on Job creation in Kogi East senatorial district. 42 (11.0%) respondents disagreed as well. As such, it can be said that there is a positive significant effect and relationship between Entrepreneurial Development programmes and Job creation in Kogi East senatorial district.

Table 9: Respondents’ response on whether they can adduced high rating to the plans and programmes of Entrepreneurial Development in Kogi East senatorial district

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	114	29.8	29.8	29.8
AGREE	168	44.0	44.0	73.8
UNDECIDED	4	1.1	1.1	74.9
STRONGLY DISAGREE	55	14.4	14.4	89.3
DISAGREE	41	10.7	10.7	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 9, it shows that of the 382 respondents, 114 (29.8%) of them strongly agreed that they can adduced high rating to the plans and programmes of Entrepreneurial Development in Kogi East senatorial district. That is, it has helped to reduce the unemployment situation in Kogi East by making them become self-employed. Also, 168 (44.0%) also agreed with this position. However, 4 (1.1%) persons were undecided. 55 persons (14.4%) disagreed, while 41 persons (10.7%) strongly disagreed that they can adduced high rating to the plans and programmes of Entrepreneurial Development in Kogi East senatorial district. This implies that high rating can be adduced to the plans and programmes of Entrepreneurial Development in Kogi East senatorial district.

Table 10: Respondents’ response on the rating of Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district

Category	Frequency	Percent	Valid Percent	Cumulative Percent
VERY HIGH	242	63.4	63.4	63.4
HIGH	92	24.1	24.0	85.4
MODERATE	6	1.6	1.6	89.0
LOW	24	6.3	6.3	95.3
VERY LOW	18	4.7	4.7	100.0
TOTAL	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 10: It shows that of the 382 respondents, 242 (63.4%) of them rated the Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district to be very high. 92 (24.1%) also rated them high. However, 6 (1.6%) persons rated the Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district as moderate. Whereas 24 persons (6.3%) rated the Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district as low. 18 (4.7%) persons rated them as very low as well. This also implies that Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district got high rating.

Table 11: Respondents’ response on whether there are challenges militating against Entrepreneurial Development in Kogi East senatorial district.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	136	35.6	35.6	35.6
AGREE	155	40.6	40.6	76.2
UNDECIDED	69	18.1	18.0	94.2
STRONGLY DISAGREE	17	4.5	4.5	98.7
DISAGREE	5	1.3	1.3	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 11, it shows that of the 382 respondents, 136 (35.6%) of them strongly agreed that there are challenges militating against Entrepreneurial Development initiatives in Kogi East senatorial district. 155 (40.6%) also agreed with this position. However, 69 (18.1%) were undecided, while 17 (4.5%) strongly disagreed that there are challenges militating against Entrepreneurial Development initiatives in Kogi East senatorial district, 5 (1.3%) disagreed as well. It can be deduced that indeed there are challenges militating against Entrepreneurial Development initiatives in Kogi East senatorial district.

Table 12: On whether they agree that these identified challenges viz; corrupt practices, inadequate statistics, improper planning of programmes, policy inconsistency and poor implementation of programmes have been militating against Entrepreneurial Development programmes in Kogi East senatorial district.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	262	68.6	68.6	68.6
AGREE	72	18.9	8.9	87.5
UNDECIDED	16	4.2	4.2	91.7
STRONGLY DISAGREE	14	3.7	3.7	95.4
DISAGREE	18	4.6	4.6	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 12, it shows that of the 382 respondents, 262 (68.6%) of them strongly agreed these identified challenges viz; corrupt practices, inadequate statistics, improper planning of programmes, policy inconsistency and poor implementation of programmes have been militating against Entrepreneurial Development programmes in Kogi East senatorial district. 72 (18.9%) also agreed with this position. However, 16 (4.2%) were undecided, while 14 (3.7%) disagreed that these identified challenges viz; corrupt practices, inadequate statistics, improper planning of programmes, policy inconsistency and poor implementation of programmes have been militating against Entrepreneurial Development programmes in Kogi East senatorial district, 18 (4.6%) strongly disagreed as well. It becomes obvious that these identified challenges have been militating against Entrepreneurial Development programmes in Kogi East senatorial district.

Table 13: Respondents response on whether there is adequate manpower in Kogi East senatorial district.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	271	70.9	70.9	70.9
AGREE	91	23.8	23.8	94.7
UNDECIDED	3	0.8	0.8	95.5
STRONGLY DISAGREE	12	3.2	3.2	98.7
DISAGREE	5	1.3	1.3	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 13: It shows that of the 382 respondents, 271 (70.9%) of them strongly agreed that there is adequate manpower in Kogi East senatorial district. 91 (23.8%) also agreed with this position. However, 3 (0.8%) respondents were undecided, while 12 persons (3.2%) disagreed that there is no adequate manpower in Kogi East senatorial district. Whereas 5 (1.3%) strongly disagreed. Truly, and from the responses there is adequate manpower in Kogi East senatorial district.

Table 14: Respondents’ response on whether Entrepreneurial Development programmes is effectively tackling unemployment in Kogi East senatorial district

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	111	29.1	29.1	29.1
AGREE	94	24.6	24.6	53.7
UNDECIDED	12	3.1	3.1	56.8
STRONGLY DISAGREE	86	22.5	22.5	79.3
DISAGREE	79	20.7	20.7	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 14: It shows that of the 382 respondents, 111 (29.1%) of them strongly agreed that Entrepreneurial Development programmes is effectively tackling unemployment in Kogi East senatorial district. 94 (24.6%) also agreed with this position. However, 12 (3.1%) respondents were undecided, while 86 persons (22.5%) disagreed that Entrepreneurial Development programmes is effectively tackling unemployment in Kogi East senatorial district and 79 (20.7%) respondents strongly agreed to this assertion as well. This implies that to a reasonable extent, Entrepreneurial Development programmes are effectively tackling unemployment in Kogi East senatorial district.

Table 15: Respondents response on whether the contribution of Kogi State government to Entrepreneurial Development programmes in Kogi East senatorial district is adequate.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	132	34.5	34.5	34.5
AGREE	213	55.8	55.8	90.3
UNDECIDED	2	0.5	0.5	90.8
STRONGLY DISAGREE	24	6.3	6.3	97.1
DISAGREE	11	2.9	2.9	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 15: It shows that of the 382 respondents, 132 (34.5%) of them strongly agreed that the contribution of Kogi State government to Entrepreneurial Development programmes in Kogi East senatorial district is adequate. 213 (55.8%) also agreed with this position. However, 2 (0.5%) respondents were undecided, while 24 (6.3%) respondents strongly disagree that the contribution of Kogi State government to Entrepreneurial Development programmes in Kogi East senatorial district is adequate. Also, 11 (2.9%) respondents strongly disagreed as well. This implies that majority of the respondents agreed that the contribution of Kogi State government to Entrepreneurial Development programmes in Kogi East senatorial district is adequate.

Table 16: Respondents’ response on whether the effort of entrepreneurial development is effectively creating job in the State

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY AGREE	111	29.1	29.1	29.1
AGREE	94	24.6	24.6	53.7
UNDECIDED	12	3.1	3.1	56.8
STRONGLY DISAGREE	86	22.5	22.5	79.3
DISAGREE	79	20.7	20.7	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 16: It shows that of the 382 respondents, 111 (29.1%) of them strongly agreed that the effort of entrepreneurial development is effectively creating job in the State. 94 (24.6%) also agreed with this position. However, 12 (3.1%) respondents were undecided, while 86 persons (22.5%) disagreed that the effort of entrepreneurial development is effectively creating job in the State and 79 (20.7%) respondents strongly agreed to this assertion as well. This implies that to a reasonable extent, the effort of entrepreneurial development is effectively creating job in the State.

Table 17: Respondents response on whether there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY AGREE	132	34.5	34.5	34.5
	AGREE	213	55.8	55.8	90.3
	UNDECIDED	2	0.5	0.5	90.8
	STRONGLY DISAGREE	24	6.3	6.3	97.1
	DISAGREE	11	2.9	2.9	100.0
	Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 17: It shows that of the 382 respondents, 132 (34.5%) of them strongly agreed that there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District. 213 (55.8%) also agreed with this position. However, 2 (0.5%) respondents were undecided, while 24 (6.3%) respondents strongly disagree that there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District. Also, 11 (2.9%) respondents strongly disagreed as well. This implies that majority of the respondents agreed there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District.

4.3 Test of Hypotheses

In analyzing our data, we shall recall our statement of hypotheses one, two and three; and also sought out presented tables that have direct bearing on our stated objectives and hypotheses in the tables presented above. The analyses were done with the aid of SPSS software and it is the extracted results that are presented in this chapter for ease of comprehension.

Recall statement of hypothesis one

H₀: Entrepreneurial activities have no significant effect on Job creation in Kogi East senatorial district.

H_a: Entrepreneurial activities have significant effect on Job creation in Kogi East senatorial district.

Using the information in tables 8 and 10, as given thus; we have the summary of responses to the research question one.

Table 8: Respondents' response on whether there is a significant effect of Entrepreneurial Development programmes on Job creation in Kogi East senatorial district

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	121	31.7	31.7	31.7
AGREE	183	47.9	47.9	79.6
UNDECIDED	5	1.3	1.3	80.9
STRONGLY DISAGREE	31	8.1	8.1	89.0
DISAGREE	42	11.0	11.0	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 8, it shows that of the 382 respondents, 121 (31.7%) of them strongly agreed that there is a significant effect of Entrepreneurial Development programmes on Job creation in Kogi East senatorial district. 183 (47.9%) also agreed with this position. However, 5 persons (1.3%) were undecided, while 31 persons (8.1%) strongly disagreed that there is a significant effect of between Entrepreneurial Development programmes on Job creation in Kogi East senatorial district. 42 (11.0%) respondents disagreed as well. As such, it can be said that there is a positive significant effect and relationship between Entrepreneurial Development programmes and Job creation in Kogi East senatorial district.

Table 10: Respondents’ response on the rating of Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district

Category	Frequency	Percent	Valid Percent	Cumulative Percent
VERY HIGH	242	63.4	63.4	63.4
HIGH	92	24.1	24.0	85.4
MODERATE	6	1.6	1.6	89.0
LOW	24	6.3	6.3	95.3
VERY LOW	18	4.7	4.7	100.0
TOTAL	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 10: It shows that of the 382 respondents, 242 (63.4%) of them rated the Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district to be very high. 92 (24.1%) also rated them high. However, 6 (1.6%) persons rated the Entrepreneurial Development in terms of effect on Job creation

for the youth in Kogi East senatorial district as moderate. Whereas 24 persons (6.3%) rated the Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district as low. 18 (4.7%) persons rated them as very low as well. This also implies that Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi East senatorial district got high rating.

From the above tables, we have using the formula for the computation or Chi-square (X^2) is given below: the Chi-square method denoted by;

$$X^2 = \sum \frac{(f_o - f_e)^2}{f_e}$$

f_e

Degree of freedom, $v = (k - 1)$ where $k = 10$

$= (10 - 1)$

$= 9$

From the t distribution table degree freedom = 9 at 5% level of significance is given as 3.33.

Analyzed result with the aid of SPSS is extracted and presented in a tabular form as below:

Test Statistics

	Table 8	Table 10
Chi-Square	171.522 ^a	162.687 ^a
Df	5	5
Asymp. Sig.	.000	.000

Source: SPSS

Decision: From the computed mean results obtained, with regards to table 8, we observed that the calculated result is greater than the table result at the 5% level of significance i.e. $171.52 > 3.33$. With regards to table 10, we observed that the calculated

result is greater than the table result at the 5% level of significance i.e. $162.69 > 3.33$. Therefore, we reject the null hypothesis that Entrepreneurial activities have no significant effect on Job creation in Kogi East senatorial district. That is, Entrepreneurial activities have been making significant contribution to Job creation in Kogi East senatorial district.

Recall statement of hypothesis two

Hypothesis two

H₀: Entrepreneurship development programmes have not created jobs in Kogi East Senatorial District

H_a: Entrepreneurship development programmes have created jobs in Kogi East Senatorial District

Using the information in table 16 as given thus,

Table 16: Respondents’ response on whether the effort of entrepreneurial development is effectively creating job in the State

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY AGREE	111	29.1	29.1	29.1
AGREE	94	24.6	24.6	53.7
UNDECIDED	12	3.1	3.1	56.8
STRONGLY DISAGREE	86	22.5	22.5	79.3
DISAGREE	79	20.7	20.7	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 16: It shows that of the 382 respondents, 111 (29.1%) of them strongly agreed that the effort of entrepreneurial development is effectively creating job in the State. 94 (24.6%) also agreed with this position. However, 12 (3.1%) respondents were undecided, while 86 persons (22.5%) disagreed that the effort of entrepreneurial development is effectively creating job in the State and 79 (20.7%) respondents strongly agreed to this assertion as well. This implies that to a reasonable extent, the effort of entrepreneurial development is effectively creating job in the State.

We have using the formula for the computation or Chi-square (X^2) is given below: the Chi-square method denoted by;

$$X^2 = \frac{\sum(f_o - f_e)^2}{f_e}$$

Degree of freedom, $v = (k - 1)$ where $k = 10$

$$= (10 - 1)$$

$$= 9$$

From the t distribution table degree freedom = 9 at 5% level of significance is given as 3.33.

Computed result is presented in a tabular form as below:

Test Statistics

	From table 16
Chi-Square	162.843 ^a
df	5
Asymp. Sig.	.000

Source: SPSS.

Decision making: from the computed results obtained, with regards to table 16, we observed that the calculated result is greater than the table result at the 5% level of

significance i.e. $162.84 > 3.33$. Therefore, we reject the null hypothesis that Entrepreneurship development programmes have not created jobs in Kogi East Senatorial District and accept the alternate which states that Entrepreneurship development programmes have created jobs in Kogi East Senatorial District.

Recall statement of hypothesis three

Hypothesis three

H₀: There is no efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District

H_a: There is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District

Using the information in table 17 as given,

Table17: Respondents response on whether there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY AGREE	132	34.5	34.5	34.5
	AGREE	213	55.8	55.8	90.3
	UNDECIDED	2	0.5	0.5	90.8
	STRONGLY DISAGREE	24	6.3	6.3	97.1
	DISAGREE	11	2.9	2.9	100.0
	Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 17: It shows that of the 382 respondents, 132 (34.5%) of them strongly agreed that there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District. 213 (55.8%) also agreed with this position. However, 2 (0.5%) respondents were undecided, while 24 (6.3%) respondents strongly disagree that there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District. Also, 11 (2.9%) respondents strongly disagreed as well. This implies that majority of the respondents agreed there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District.

Using the formula for the computation of Chi-square (X^2) is given below: the Chi-square method denoted by;

$$X^2 = \frac{\sum(f_o - f_e)^2}{f_e}$$

Degree of freedom, $v = (k - 1)$ where $k = 10$

$$= (10 - 1)$$

$$= 9$$

From the t distribution table degree freedom = 9 at 5% level of significance is given as 3.33.

Computed result is presented in a tabular form as below:

Test Statistics

	From Table 17
Chi-Square	292.525 ^a
Df	5
Asymp. Sig.	.000

Source: SPSS

Decision making: from the computed mean results obtained, with regards to table 17, we observed that the calculated result is less than the table result at the 5% level of significance i.e. $292.53 > 3.33$. Therefore, we reject the null hypothesis that there is no efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District. That is, indeed there is efficiency in the operation of entrepreneurial development centres in Kogi East Senatorial District.

Recall statement of hypothesis four

H₀: There are no constraints to entrepreneurial development initiatives in Kogi East Senatorial District.

H₁: There are constraints to entrepreneurial development initiatives in Kogi East Senatorial District.

Using the information in table 11 as given,

Table 11: Respondents’ response on whether there are challenges militating against Entrepreneurial Development in Kogi East senatorial district.

Category	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY AGREE	136	35.6	35.6	35.6
AGREE	155	40.6	40.6	76.2
UNDECIDED	69	18.1	18.0	94.2
STRONGLY DISAGREE	17	4.5	4.5	98.7
DISAGREE	5	1.3	1.3	100.0
Total	382	100.0	100.0	

SOURCE: SPSS OUTPUT, (2018)

From Table 11, it shows that of the 382 respondents, 136 (35.6%) of them strongly agreed that there are challenges militating against Entrepreneurial Development initiatives in Kogi East senatorial district. 155 (40.6%) also agreed with this position. However, 69 (18.1%) were undecided, while 17 (4.5%) strongly disagreed that there are challenges militating against Entrepreneurial Development initiatives in Kogi East senatorial district, 5 (1.3%) disagreed as well. It can be deduced that indeed there are challenges militating against Entrepreneurial Development initiatives in Kogi East senatorial district.

Using the formula for the computation of Chi-square (X^2) is given below: the Chi-square method denoted by;

$$X^2 = \frac{\sum (fo - fe)^2}{fe}$$

Degree of freedom, $v = (k - 1)$ where $k = 10$

$= (10 - 1)$

$= 9$

From the t distribution table degree freedom = 9 at 5% level of significance is given as 3.33.

Computed result is presented in a tabular form as below:

Test Statistics

	From table 11
Chi-Square	1605.256 ^a
Df	5
Asymp. Sig.	.000

Source: SPSS

Decision making: from the computed mean results obtained, with regards to table 11, we observed that the calculated result is less than the table result at the 5% level of significance i.e. $1605.26 > 3.33$. Therefore, we reject the null hypothesis that there are no constraints to entrepreneurial development initiatives in Kogi East Senatorial District. That is, indeed there are no constraints to entrepreneurial development initiatives in Kogi East Senatorial District.

CHAPTER FIVE
SUMMARY OF MAJOR FINDINGS, CONCLUSION AND
RECOMMENDATION

5.1 Introduction

This research study is on the impact analysis of entrepreneurial development on job creation in Kogi East senatorial district, Nigeria; the main objective of this study is to investigate the effect of entrepreneurial development programmes on job creation. The study also seek to examine the effect of entrepreneurial development programmes on the lives of the unemployed through job creation, and to find out if there are challenges and problems encountered in the execution of entrepreneurial development programmes and activities in Kogi East senatorial district.

5.2 Summary of Major Findings

Though unemployment has become a global phenomenon of the 21st century, in Nigeria the problem is becoming more gargantuan each passing year. Unemployment, underemployment and unmitigated rural-urban migration have come to characterize the Nigerian labour market. This has been compounded by frightening number of joiners as schools, polytechnics and universities churn out leavers in a geometric progression. As a curative measure, the entrepreneurial development programmes were designed to proffer solution to this unemployment problem for youth empowerment.

With regard to our study area Kogi East senatorial district, findings showed that entrepreneurial development programmes in generating jobs and employment opportunities for youth empowerment are yielding progressively. That is, entrepreneurial development programmes have been playing significant role in employment generation in Kogi East and have impacted on the lives of the unemployed through entrepreneurial

skill development in Kogi East senatorial district especially for the teeming population of her unemployed youth. We also found that to a very large and high extent entrepreneurial development programmes have created jobs for unemployed youths in Kogi East Senatorial District. In this regard, a very good number of these youths have taken to such trade like cash trading business, fashion designing, furniture/carpentry, pure water industries etc. In addition, the study revealed that there has been efficiency in the running of the activities of the entrepreneurial centres across the Kogi East senatorial district. Furthermore, the study reveals that entrepreneurial development programmes can truly become a boon to curb the high rate of unemployment in the Nigerian system but not without some obvious challenges and problems that were often encountered in the course of the execution of entrepreneurial development programmes and activities in Kogi East.

5.3 Conclusion of the Study

This study looked at the impact of entrepreneurial development on job creation in Kogi East senatorial district, Nigeria. The outcome of the study reflected that there are evidences of the effect of entrepreneurial development in Kogi East senatorial district. This is not without some accompanying challenges given the massiveness of the numbers of the unemployed in the state. In a way, the impact of these entrepreneurial development programmes and initiatives are not been felt as much as desired because of the magnitude of the numbers of young and unemployed persons that crave for it. Whereas it has been a herculean task for the government in meeting the yearning of this set of people given the meagre resources available to the state and those dedicated to the entrepreneurial development programmes.

The study then proposed below the following recommendations which also require prompt actions.

5.3.1 Implications of the Study

This study seek to find out what is the significant effect of Entrepreneurial development on Job creation through youth empowerment in Kogi East senatorial district, to seek whether entrepreneurial development activities have effect on the lives of the unemployed through job creation in Kogi East senatorial district and to investigate what challenges and problems confronting entrepreneurial development in the process of executing its plan and programmes in Kogi East senatorial district.

Unemployment has been identified as one of the major problems confronting our nation especially the youth population. In order to ameliorate this menace, a number of policies and programmes were put in place by both the federal and the state governments in Nigeria. Part of the policies and programmes of government then was to be deeply involved in Entrepreneurial development training programme as a means to tackle the high rate of unemployment.

One of the ways to assess a policy or programme is to get feedback information from the supposed beneficiary or the general public to ascertain the extent of impact on the targeted beneficiaries. Hence, this study is a way to ascertain the effect of Entrepreneurial development on job creation in Kogi East senatorial district.

The revelation from this study shows there is tremendous effect of entrepreneurial development programmes and activities on job creation through the provision of opportunities for the unemployed in Kogi East senatorial district with the mind of making them become self-employed thereby generating earnings via the works of their hands. However, we find out that the number of those into entrepreneurial development programmes cannot be compared with the numbers that are unemployed. This implies that entrepreneurial development effort has not been enough to make less the severity of the unemployment problem confronting the State. As such, this demand a policy design

that will ensure consistency in the operation of Entrepreneurial development to provide more opportunity for as many young persons that are interested in the entrepreneurial programmes.

5.4 Recommendation

- i. It is recommended among others that since Entrepreneurial Development initiatives plays significant role in job creation, bearing in mind the large population of the unemployed in the State, the Government should endeavour to increase the number of entrepreneurial development based training centres in Kogi East senatorial district so as to capture a reasonable number of unemployed youths. No doubt this will require massive funding; it is in this regard that the study recommends a policy framework that will project collaboration with Micro-finance bank for funding of entrepreneurial development projects, training and programmes. Besides, Micro-finance banks can also be encouraged to set up entrepreneurial training institutes through a synergy with the state government which should include assurance of patronage of by the government those to be trained.
- ii. From the study, it was found out that one of the problems/challenges militating against Entrepreneurial development is the inaccuracy of the statistics of the unemployed in Kogi East senatorial district; this has in a way inhibited plans and programmes aimed at employment generation through entrepreneurial development in the State. In this regard, it is recommended that accurate statistics of the unemployed should be ascertained to allow for the design of a steady entrepreneurial development programme to tackle the need of the unemployed particularly the youths in Kogi East. This will pave the way for the urgency of the need to concentrate and give due attention to creative and skill based learning that

generates entrepreneurial skills rather than certificate without the job skills required to fit into the working system. As such, greater funding should be made available to the National Bureau for Statistics (NBS) to enable it produce a wide range of data required to effectively plan and transform the economy. This will also help in the successful design and implementation of every policy of government (at federal, state or local level).

- iii. An understanding of what it takes to engage the youth population meaningfully must be undertaken to facilitate the process of turning them into entrepreneurs and at the same self-employed individuals. In this regard, constant reorientation of the mind of these young fellows is crucial so as to prevent them from becoming instrument of violence, thuggery, crime, and other forms of social ills. Just as the saying goes that “an idle mind is devil’s workshop”.
- iv. Government must ensure necessary modifications in the educational system in the country that would make graduates to be employers of labour and self-employed, instead of looking for scare job opportunities. The acquisition of the right skills to fit the various needs of the society is imperative.

5.5 Contribution to Knowledge

This study is on the impact analysis of Entrepreneurial Development on job creation attempted an assessment of the activities of entrepreneurial development programmes and activities in Kogi East senatorial district with a focus on job creation and youth empowerment drive. In this work, the followings were the areas it has contributed to knowledge:

- i. Inaccurate statistics of the unemployed in Kogi East senatorial district was part of the areas this study has contributed to knowledge. This should be properly ascertained to ease policy planning and programme execution.

ii. For measuring effect of entrepreneurial development programmes in Kogi East senatorial district, its contribution to knowledge in this regard is commendable. Besides, the study double as a feedback tool for the government from which future policy design and framework can be drawn.

5.6 Suggestions for Further Studies

This study is on the impact analysis of entrepreneurial development on Job creation in Kogi East senatorial district, Nigeria. The study has been able to bring to the fore the significance of entrepreneurial development and initiatives towards job creation. Given the gigantic nature of the unemployment problem in Nigeria, it is expedient that more research efforts be put in place so as to arrest the menace of unemployment in Nigeria.

As a result, further research in this area can take a look at;

- i. Assessment of entrepreneurial development financing and its contribution to economic growth in Kogi East senatorial district.
- ii. The effect of Cashew Nut Production on employment generation in Kogi East senatorial district, Nigeria.
- iii. The demographic structure of unemployment and its implication in Kogi East senatorial district, Nigeria

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APPENDICES

SALEM UNIVERSITY, LOKOJA

School of Post-Graduate Studies

DEPARTMENT OF MANAGEMENT AND SOCIAL SCIENCES

Dear Sir/Ma,

I am a Master's Student from the above institution, conducting a research on "Entrepreneurial Development and Job Creation in Kogi East senatorial district. 2000 - 2015" which is purely for academic purpose. All information will be strictly confidential.

Your co-operation in completing this questionnaire will be highly appreciated.

Thank you for your co-operation.

MATTHEW, GRACE OBAJE

QUESTIONNAIRE

Instruction: Please tick or mark (√) in the boxes provided or fill where appropriate.

SECTION A

PERSONAL DATA

1. Age distribution of Respondents: Below 25 [], 25 – 35 [], 36 – 44 [], 45 – 56 [], 57 – above [].
2. Sex: Male [] Female []
3. Marital Status of Respondents: Married [], Single [], Divorced [], Others (Specify) []
4. Educational Qualification: SSCE []; B.SC / HND []; M.SC []; ABOVE MSC [].
5. Distribution of Respondents by Nature of Benefits from entrepreneurial development programmes in Kogi East senatorial district: Training,/Finance []; Financial Support []; Apprenticeship [];

SECTION B

Part A

GENERAL QUESTIONS

S/N	Please tick or mark (√) as appropriate	SA (5)	A (4)	U (3)	D (2)	SD (1)
6	There is sufficient information on Entrepreneurial Development in Kogi Eastsenatorial district.					
7	Entrepreneurial development for job creation is a good initiative.					
8	There is a significant relationship between Entrepreneurial Development programmes and Job creation in Kogi Eastsenatorial district					

9	High rating to the plans and programmes of Entrepreneurial Development in Kogi Eastsenatorial district					
10	Entrepreneurial Development in terms of effect on Job creation for the youth in Kogi Eastsenatorial district					
11	There are challenges militating against Entrepreneurial Development in Kogi Eastsenatorial district.					
12	Identified challenges viz; corrupt practices, inadequate statistics, improper planning of programmes, policy inconsistency and poor implementation of programmes have been militating against Entrepreneurial Development programmes in Kogi Eastsenatorial district.					
13	There is adequate manpower in Kogi Eastsenatorial district.					
14	Entrepreneurial Development programmes are effectively tackling unemployment in Kogi Eastsenatorial district.					
15	The contribution of Kogi State government to Entrepreneurial Development programmes in Kogi Eastsenatorial district is adequate.					

NOTE: SA = Strongly Agree; A = Agree; U = Undecided; D = Disagree; SD = Strongly Disagree.