



ENTREPRENEURSHIP AS A JOB CREATION AND VALUE ADDING PROCESS IN KOGI STATE, NIGERIA

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ABSTRACT

This study aimed to assess the entrepreneurship as a job creation and value adding process in Kogi State, Nigeria. Sample size is determined using Krejcie & Morgan (1970), and we arrived at 383 Lokoja dwellers as the respondents. The collection of the data was done using questionnaires. The study purposively picked the respondents of the area. The analysis of the data was done using descriptive and inferential statistics. The reliability of the instrument was tested using Cronbach Alpha Coefficient. The reliability results of all the constructs in the instrument are adequate enough. It was discovered in the course of the research that the creation of new jobs in Kogi State is positively and strongly correlated with entrepreneurial development. The results showed that, while keeping other factors that affect employment formation constant, employment creation will increase in the state when entrepreneurial growth grows.

KEYWORDS: *Entrepreneurship, Job creation, Government Policy and National Development*

INTRODUCTION

Everyone nowadays is deeply concerned about the lack of work and the three layers of government's incapacity to provide enough jobs to support the population's continued growth. Without exception, all of Nigeria's major parties have pledged to generate enough employment by the conclusion of their terms in office, yet the situation has only gotten worse. Our school system is too formal to provide graduates of today the skills they need to succeed in the private sector. This supports the claims made by Towobola and Raimi (2011) and Simkovic (2012) that the lengthy formal education passed down from the imperialists produced graduates with a focus on seeking employment rather than creating jobs. As a result, they lack the entrepreneurial qualities that the working world and employers of labor demand, such as self-motivation, drive, and inventiveness. The colonial educational agenda, according to Aladekomo (2004), was centered on producing literate natives who were needed to fill jobs, strengthening the colonial administration.

Agriculture was the main stay of the economy in Nigeria and the highest employer of labor but as a result of the neglect of this sector due to the discovery of oil and quest of white collar job, unemployment became a major challenge.

Today, the demand for white collar job has increased more than the possible available job opportunities and that has created unemployment. Many graduates are seen milling around corporate organizations, government ministries, agencies and parastatals looking for both solicited and unsolicited job offering. Consequently what strategies to adopt as to tame the high rate of unemployment in the country is now teething issues. The most seemingly potent solution to the problem of unemployment all over the world is entrepreneurship development. Will entrepreneurship development create the needed platform for job creation in Nigeria especially in Kogi State? Will the job to be



created help to reduce unemployment and possibly create wealth capable of adding value to societal wellbeing? The resolution and unveiling if the appropriate applicable solutions to the issues rose is the thrust of this study.

NIGERIA'S NATIONAL DEVELOPMENT AND ENTREPRENEURSHIP

The Nigerian government decided that entrepreneurship education would be a good way to tackle the hydra-headed issue of rising unemployment and declining economic and national development. As a result, in 2006, entrepreneurship instruction was introduced into Nigeria's academic institutions.

To speed up national progress and economic prosperity, this was implemented across all courses. According to Osiagwu (2002), entrepreneurship education should be viewed as a catalyst to accelerate economic growth, provide job possibilities, cut back on the importation of manufactured goods, and lessen trade deficits that arise from importation. According to Matanmi and Awodun (2005), Nigeria must pay appropriate attention to the development of entrepreneurship in order to escape the alarmingly high unemployment and obscene levels of poverty. In other words, a nation's entrepreneurship drive must be developed through an active and effective entrepreneurship education and policy in order for proper economic and national growth to occur. In order to realize its full potential for economic and social growth, Ariyo (2008) said that a country must acknowledge the value of its indigenous entrepreneurs and their *Journal Of Inter-Disciplinary Studies On Current Problems* Vol. 2(1), 2016 128 contributions to its economy.

Insufficient delivery of business development potentials in Kogi State may be attributed to government policy and support. Government assistance for the development of entrepreneurial skills (ESD) is insufficient, according to Efi and Akpan (2012). Due to this, people are acting with low motivation to take advantage of business chances, produce a wide range of items, and innovate. A number of policy sectors have failed to encourage the growth of entrepreneurship in Kogi State. Among others, these include tax, consumer protection, security, and environmental impact. Efi and Akpan (2012) stated that despite the fact that these policies are harmful to business in Kogi State, unstable power supplies and other Progressive entrepreneurship is nevertheless hindered by infrastructural deficits, adverse fiscal policies, various taxes, fuel scarcity and price increases, policy inconsistencies, restricted market access, issues obtaining raw materials, and unfavorable monetary policies.

1.2 STATEMENT OF THE PROBLEM

2006 Kogi State SEED Report identifies the characteristics of Kogi State among others to include very low real income been graduated; primitive and seasonal farming system (Kogi State Government 2006). The implication of the SEED observation is that there are little or no entrepreneurial activities and behavior in Kogi State. This is even supported by statistical reports of various years showing that between 2002-2006 the unemployment rate in Kogi State was 5.5 percent; 2007-2008, it was 12 percent and 2009-2011, the figure stood at 23.1 percent (NBS/CBN 2012). The forgoing, there, makes a case for the study of Entrepreneurship as job creation and value adding process in Kogi State very pertinent. Akin to the issue of unemployment, as observed in Kogi State, is the lack of prerequisite skills required by industrial establishment. Despite the facts that there are little or no industrial establishment in Kogi State, Onouh (2014) in his survey of 4, 293 respondents reports that Nigeria graduates Kogi State inclusive do not possess entrepreneurial skills and as well lack the right skills to work in manufacturing industries. The report of the survey it must note may have identified industrial entrepreneurial skills as lacking in Nigeria graduates. There are many more skills, which the Nigerian graduates are not equipped with such as business awareness skills, analytical, creative and innovative skills, and as such, self reliance seem not to be part of the philosophy of the Nigerian graduate.

1.3 JUSTIFICATION FOR THE STUDY

Kogi State is one of the states in Nigeria that does not have any significant industrial enterprises particularly in the manufacturing sector. Consequently, many of Kogi Indigenes, especially graduates leaves the state in their numbers to other states in search of opportunities/ shelter. This have aroused the interest for the study of employment job creation and value adding process with the hope that the outcomes of the study will help the government and her agencies to articulate appropriate investment inducing environment and provide a policy framework for that. To the industrialists operating outside the state, the results of the study will attract their attention towards scanning the Kogi



State business landscape for possible investment in the areas of high advantage. It is hoped that these two areas when addressed will create the needed job opportunities in the state through the promotion of industrial establishment.

1.4 AIM AND OBJECTIVES

The objective of the study will specifically focus on:

- i. Identifying the extent of business skills (such as intuitive decision making, creative problem solving, ability to conclude a deal, negotiating and motivating people among others) enhance job creation and entrepreneurial value addition in Kogi State.
- ii. Establishing the degree of influence analytical skills (such as numeracy and data presentation) has on job creation and entrepreneurial value addition in Kogi State.
- iii. Analyzing the extent creative skills (such as fluency, flexibility and originality) encourage job creation and entrepreneurial value addition in Kogi State.
- iv. Examining the degree of influence innovative skills (such as being change oriented and visionary leader among others) has on job creation and entrepreneurial value addition in Kogi State.

1.5 LITERATURE REVIEW

Entrepreneurship has a definitional problem especially in Nigeria where being self engaged irrespective of the type and level of engagement is termed entrepreneurship. Consequently, hair dressers, taxi cab drivers, tailor, mechanics, traders, school proprietors, contractors and the like are misconstrued as entrepreneurs entrepreneurship is more than that. To Kao (1993) entrepreneurship is the process of doing something new and/ or something different for the process of creating wealth for the individual and adding value to society. It is a process that leads to the creation of new products and/ or services, new market (customers), new technology (best) method of doing things, and new organizations it abhors doing things in the same way always for it is a fool that is doing the same things and is expecting different result.

The need to survive the economic upheaval is what drove Kogi State residents to participate in entrepreneurship. Omri (2020) emphasizes two factors for being interested in entrepreneurship in the context of emerging economies in relation to the aforementioned: Because there are less entry barriers and a greater desire to do so due to the high unemployment rate, they (A) exhibit an important market orientation towards which entrepreneurship is very relevant, and (B) have a far higher level of entrepreneurship than industrialized nations. Internal markets may present business prospects (Hearn & Filatotchev, 2019).

Those who create new businesses are known as entrepreneurs. Entrepreneurship is unquestionably the method by which successful new commercial firms are founded if the entrepreneur is one who does so (Poole, 2018). Clarification is also hindered by the propensity of the terms "entrepreneur" and "entrepreneurship" to imply a hazy notion of uniqueness. The World Bank created the term "norm entrepreneur" to designate a person who starts a change in social norms to reflect this propensity for applying economic premises and reasoning to other fields (World Bank, 2015, p. 54). Some common examples of misappropriation include mumpreneurship, artpreneurship, political entrepreneurship, educational entrepreneurship, and parentpreneurship (Poole, 2018). All of these serve merely to distort the clarity needed when addressing the complicated difficulties surrounding economic growth because none of them have anything to do with the entrepreneurial process' initial notion, which includes the formation of viable new businesses.

Thus, the phrase "entrepreneurial development" has been defined in a number of ways (Ndechukwu, 2001). The process of improving entrepreneurial knowledge and abilities through organized training and institution-building initiatives is referred to as entrepreneurial development. To speed up the creation of new businesses, it broadens the base of entrepreneurs. This aids in accelerating economic growth and job creation. The goal of entrepreneurial development is to help those who want to launch or grow a business. Moreover, innovation and expansion potential are given more attention in the development of entrepreneurship. Fundamentally, this implies learning the abilities necessary for an entrepreneur to perform effectively and adequately, including: Achieving current results based on past choices and making plans for the future based on the situation at hand; A company should be able to perform



the technical task in marketing, personnel, research and development, manufacturing, finance, and control by maintaining and developing the organized capability that makes achievement possible, as well as by coordinating the specialist functions, especially in light of rapidly evolving technology and shifting market trends. The entrepreneurial development process, practices, and skill acquisition must embed certain capabilities in order to carry out these functions.

RESEARCH METHODOLOGY

The study adopted the survey design approach focusing on issues relating to business awareness skills, analytical skills, creative skills and innovative skills, and job creation and value-adding processes in Kogi state. The target population was 196,543 residents, according to www.kogistate.gov.ng/sftas/structure, while the sample size we determined using Krejcie & Morgan (1970), and we arrived at 383 Lokoja dwellers as the respondents. The collection of the data was done using questionnaires. The study purposively picked the respondents of the area. The analysis of the data was done using descriptive and inferential statistics. The reliability of the instrument was tested using Cronbach Alpha Coefficient. The reliability results of all the constructs in the instrument are adequate enough. As shown in **Table 1**, the results show that the instrument is reliable. According to Matemane, (2018), an instrument is considered reliable if the Cronbach Alpha Coefficients are greater than a threshold of 0.70.

Table 1: Showing the Reliability of Constructs/ Instruments

Constructs	Items	Cronbach's Alpha
Job creation and entrepreneurial value addition.	9	0.701
Determinants of job creation.	Business Awareness skills	0.737
	Analytical skills	0.712
	Creative skills	0.725
	Innovative skills	0.702

Source: Field survey, 2023.

Research Findings and Discussion

The findings were presented in sections.

Socio-demographic Information of the Respondents

Table 2: Distribution of the information of the participants

	Variables	Frequency	Percentage (%)
Gender	Male	112	29.2
	Female	271	70.8
Age group	15-20 years	100	26.1
	21-25 years	175	45.7
	26-30 years	90	23.5
	31-35 years	12	3.1
	36 years & Above	6	1.6
Area of Residence	Rural	111	29.0
	Urban	272	71.0
Preferred Job	White-Collar Job	247	64.5
	Blue-Collar Job	136	35.5

Source: Field Survey, 2023

Table 2 indicates that more than two-third of the respondents was Male, while 29.0 percent was Female. Almost one third was of the ages between 15-20 years, 45.7 percent were between the age of 21-25 years, and very few of the respondents. In addition, in Table 2, we realized that more than two-third of the respondents reside in the Urban area of Lokoja, and 29.0 percent dwell in the Rural area. Lastly, in Table 2, we noticed that more than half of the respondents preferred a white-collar job.

**Identification of the extent of business skills enhance job creation and entrepreneurial value addition in Kogi State.****Table 3: Job Creation leading to Entrepreneurial value adding Process in Kogi State.**

Items:	SD	D	N	A	SA
It has been able to increase the development and expansion of small and medium-scale enterprises in Kogi state.	1 (0.3%)	2 (0.5%)	34 (8.9%)	253 (66.1%)	93 (24.3%)
It has been effective in the expansion of markets for local goods and services in Kogi state.	-	-	12 (3.1%)	222 (58.0%)	149 (38.9%)
It has boosted the revenue profile of Kogi state through job creation	-	-	16 (4.2%)	218 (56.9%)	149 (38.9%)
Job creation through entrepreneurship promotes self-employment and self-empowerment.	-	-	-	234 (61.1%)	149 (38.9%)
It stimulates rural, economic, and industrial development	-	-	1 (0.3%)	237 (61.9%)	145 (37.9%)
Utilization of local resources is made possible and local resources became more popular.	-	-	-	236 (61.6%)	147 (38.4%)
It enhances entrepreneurial innovation in the society	-	-	1 (0.3%)	225 (58.7%)	157 (41.0%)
It promotes the conservation of foreign exchange and the development of local technology.	-	-	2 (0.5%)	260 (67.9%)	121 (31.6%)
It improves the standard of living through the acquisition of skills.	-	2 (0.5%)	4 (1.0%)	212 (55.6%)	165 (43.1%)

Source: Field Survey, 2023

Table 3 depict the extent at which the respondents agreed to the items in the table. From Table 3, we realized that majority of the respondents agreed that entrepreneurship has been able to increase the development and expansion of small and medium-scale enterprises in Kogi state. Similarly, we noticed that a large number of the respondents agreed that: entrepreneurship has effectively expanded markets for local goods and services in Kogi state, boosted the revenue profile of Kogi state through job creation, promotes self-employment and self-empowerment, and stimulates rural, economic, and industrial development.

Furthermore, in Table 3, we realized that all of the respondents believe that Utilization of local resources is made possible and local resources became more popular, promotes the conservation of foreign exchange and the development of local technology. Only 2 out of the respondents disagreed that entrepreneurship improves the standard of living through the acquisition of skills.

Table 4: Perception of the Respondents on Business Awareness Skills.

Items:	SD	D	N	A	SA
It enhances intuitive decision-making.	-	-	1 (0.3%)	209 (54.6%)	173 (45.2%)
It helps in knowing the major competitors	-	-	-	205 (53.5%)	178 (46.5%)
It helps in thinking of new ideas, developing new products, and spotting opportunities.	-	-	1 (0.3%)	212 (55.4%)	170 (44.4%)
It improves customer service and delivers added value to a business.	-	-	-	184 (48.0%)	199 (52.0%)
Business awareness skills help to think proactively.	-	-	-	180 (47.0%)	203 (53.0%)

Source: Field Survey, 2023

Table 4 shows the level of agreement to the items on the contribution of the business awareness skills. we noticed that more than half (54.6%) of the respondents believed that business awareness skills enhance intuitive decision-



making, and helps in thinking of new ideas, developing new products, and spotting opportunities. All of the respondents agreed that Business awareness skills improves customer service and delivers added value to a business, and it help to think proactively.

Table 5: The extent that business skills enhance job creation and entrepreneurial value addition in Kogi State.

Model	B	Std. Error	t	Sig.
Constant	4.375	0.186	23.473	0.000
Business Awareness Skills	0.875	0.144	6.076	0.004

* *F*-statistic (*df*. =1, 381) = 10.433, *p*-value = 0.000. $R^2 = 0.551$

Based on the result presented in Table 5, it was noted that business awareness skills positively and significantly enhanced job creation and entrepreneurial value addition [$\beta = 3.001$, $p = 0.004$]. [Add Related study findings]. In addition, we realized that the model fitted the data well, in another words, it indicates that the overall model was statistically significant [*F*-statistic = 10.433, p -value < 0.05]. This implies that the level of business awareness skill is a good predictor of the level of job creation and entrepreneurial value addition in Kogi state. Lastly, the $R^2 = 0.551$, implies that the level of business awareness skill among the Lokoja dwellers account for 55.1% of the variation in job creation and entrepreneurial value addition in Kogi state.

Establishing the degree of influence analytical skills has on job creation and entrepreneurial value addition in Kogi State.

Table 6: Perception of the Respondents on Analytical Skills.

Items:	SD	D	N	A	SA
It improves the ability to analyze large volumes of data/ information and produce a result.	-	-	-	214 (55.9%)	169 (44.1%)
Analytical skills help in discovering a more efficient and productive way to complete a particular task	-	-	-	195 (50.9%)	188 (49.1%)
It is exceptionally important in the financial aspect of a business.	-	-	3 (0.8%)	231 (60.3%)	149 (38.9%)
It assists in coming up with an effective solution to a business task.	-	-	-	204 (53.3%)	179 (46.7%)
Analytical skills improve the ability to effectively communicate findings from analysis for easy decision-making.	-	-	-	216 (56.4%)	167 (43.6%)

Source: Field Survey, 2023

Table 6 show the level at which the respondents agreed with the items on the analytical skills among the citizens. We discovered that all of the respondents agreed that analytical skills improve the ability to analyze large volumes of data/ information and produce a result, and help in discovering a more efficient and productive way to complete a particular task. Meanwhile, we noticed that only 0.8% of the respondents was undecided that analytical skills are exceptionally important in the financial aspect of a business.

Finally, on Table 5, we noticed that all of the respondents agreed that analytical skills improve the ability to effectively communicate findings from analysis for easy decision-making, and it assists in coming up with an effective solution to a business task. Next in Table 6, we established the degree of influence analytical skills has on job creation and entrepreneurial value addition in Kogi State.

**Table 7: The influence analytical skills has on job creation and entrepreneurial value addition in Kogi State.**

Model	B	Std. Error	t	Sig.
Constant	3.935	0.189	20.839	0.000
Analytical Skills	0.093	0.042	2.186	0.029

* *F*-statistic (*df.* = 1, 381) = 4.779, *p*-value = 0.029. $R^2 = 0.11$

Table 7, indicates that Analytical skills positively and significantly influence job creation and entrepreneurial value addition [$\beta = 0.093$, $p = 0.029$]. [Add Related study findings]. The study also realized that the model fitted the data well [*F*-statistic = 4.779, p -value < 0.05]. This shows that the level of Analytical skill is a good predictor of the level of job creation and entrepreneurial value addition in Kogi state. Lastly, the $R^2 = 0.11$, implies that analytical skills account for 11.0% of the variation in job creation and entrepreneurial value addition in Kogi state.

The extent at which creative skills encourage job creation and entrepreneurial value addition in Kogi State.

Table 8: Perception of the Respondents on Creative Skills.

Items	SD	D	N	A	SA
It promotes teamwork	-	-	7 (1.8%)	231 (60.3%)	145 (37.9%)
It encourages risk-taking and empowers people to embrace changes.	-	-	7 (1.8%)	244 (63.7%)	132 (34.5%)
It boosts business performance in day-to-day activities.	-	-	9 (2.3%)	211 (55.1%)	163 (42.6%)
It improves the morale and retention of business owners	-	-	11 (2.9%)	268 (70.0%)	104 (27.2%)
It improves adaptability and resilience	-	-	9 (2.3%)	223 (58.2%)	151 (39.4%)

Source: Field Survey, 2023

Majority of the respondents was found to agreed that creative skills promote teamwork, and that it encourages risk-taking and empowers people to embrace changes. We noticed that 2.3% of the respondents was undecided that creative skills boosts business performance in day-to-day activities while the rest believed that it does boosts business performance in day-to-day activities.

Similarly, we found that a large number of the respondents agreed that creative skills improves the morale and retention of business owners, adaptability and resilience of an entrepreneur.

Table 9: The influence creative skills on job creation and entrepreneurial value addition in Kogi State.

Model	B	Std. Error	t	Sig.
Constant	4.316	0.177	24.364	0.000
Creative Skills	0.422	0.032	13.188	0.000

* *F*-statistic (*df.* = 1, 381) = 5.323, *p*-value = 0.004. $R^2 = 0.192$

In Table 9, we found that creative skills contribute positively and significantly to the level of job creation and entrepreneurial value addition [$\beta = 0.093$, $p = 0.029$]. in another word, it implies that the level of creative skills encourages job creation and entrepreneurial value addition in Kogi State significantly. [Add Related study findings]. In addition, we found that the model was adequate since *F*-statistic = 5.323, and p -value < 0.05. And, the $R^2 = 0.192$, show that creative skills account for 19.0% of the variation in job creation and entrepreneurial value addition in Kogi state.

Lastly, we examine the degree of influence innovative skills has on job creation and entrepreneurial value addition in Kogi State in Table 10 & 11.

**The degree of influence innovative skills has on job creation and entrepreneurial value addition in Kogi State.****Table 10: Perception of the Respondents on Innovation skills**

Items:	SD	D	N	A	SA
Innovation skills help create a good work environment for the workers	-	-	-	228 (59.5%)	155 (40.5%)
It aids in the development of new products and services.	-	-	6 (1.6%)	265 (69.2%)	112 (29.2%)
It improve productivity in the business	-	-	-	224 (58.5%)	159 (41.5%)
It helps overthrow competition	-	-	4 (1.0%)	215 (60.3%)	164 (42.8%)
It enhances better customer services	-	-	-	231 (60.3%)	152 (39.7%)

Source: Field Survey, 2023

From Table 10, we discovered that all of the respondents believe that innovation skills help create a good work environment for the workers, improve productivity in the business, and enhances better customer services in a business. Meanwhile, majority of the respondents was undecided that innovation skills aids in the development of new products and services, and that it helps overthrow competition.

Table 11: Influence innovative skills has on job creation and entrepreneurial value addition in Kogi State.

Model	B	Std. Error	t	Sig.
Constant	4.670	0.190	24.518	0.000
Innovation Skills	0.740	0.062	11.935	0.010

* *F*-statistic (*df* = 1, 381) = 3.896, *p*-value = 0.010. $R^2 = 0.673$

Based on the result presented in Table 8, we found that Innovation skills positively and significantly influences job creation and entrepreneurial value addition [$\beta = 0.740$, $p = 0.010$]. [Add Related study findings]. Furthermore, we discovered that the model fitted the data well, this indicates that the overall model was statistically significant [*F*-statistic = 3.896, p -value < 0.05]. Hence, we say that innovation skill is a good predictor of the level of job creation and entrepreneurial value addition in Kogi state. Lastly, the $R^2 = 0.673$, implies that innovation skill account for 67.3% of the variation in job creation and entrepreneurial value addition in Kogi state.

CONCLUSION

According to the study's findings, the creation of new jobs in Kogi State is positively and strongly correlated with entrepreneurial development. The results showed that, while keeping other factors that affect employment formation constant, employment creation will increase in the state when entrepreneurial growth grows. In Nigeria, unemployment has been identified as one of the major problems affecting several states, particularly young people. Several programs and strategies are to be adopted by Kogi State administrations to solve this issue. A few government initiatives and programs called for a significant investment in an employment-creating training program for entrepreneurship. The creation of jobs is significantly influenced by entrepreneurial development initiatives. According to the research, the government should work to increase the number of entrepreneurial development training centers in Kogi State so that many young people without jobs can enroll in them. Finance policies should be appropriate for small and medium-scale investments in promising entrepreneurial operations. Priority should be given to entrepreneurship education in all levels of school, from primary to postsecondary. This will help reduce the high percentage of dependency on inadequate government jobs by educating people about the value of entrepreneurship from an early age. In order to come up with appropriate activities, achieve comprehensive development, and create employment possibilities, it is also advised that there is a need for ongoing initiatives by government and non-government entities towards building entrepreneurial programs.

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