



Role of Entrepreneurship on Employment Generation in Adamawa State

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ABSTRACT

This study on role of entrepreneurship on employment generation. Despite the important associated with entrepreneurship in creating jobs opportunities; still entrepreneurship are faced with some challenges which include: poor funding by government and Non-governmental organizations, poor or ineffective planning, supervision information and evaluation of the programme across the board, inadequate teaching materials, equipment and infrastructural facilities, inadequate qualified teachers and instructors as well as supporting staff at all level. The main objective of this study is to examine the role of entrepreneurship on employment generation in Adamawa State. The study adopted survey research design; the projected population of Mubi North Local Government is 175,160 respondents. Therefore, the researcher conveniently selected only 88 respondents from the entire population. The instrument used for collecting data from the respondents is the questionnaire, and the data collected from the respondent was analyzed using percentage analysis. The result shows that there is significant relationship between variables of the study ($r=0.921$ and $P<0.05$). The result revealed that there is significant relationship between entrepreneurship and job opportunities in Mubi North LGA, Adamawa state. Also, it was found out that the ability to pursue entrepreneurship as a means of earning a living is enhanced through entrepreneurship; entrepreneurship helps to provide understanding in essential steps in business start-up, it enhances awareness of career and entrepreneurial option, increases awareness of social responsibility to society, and increases individual ability to follow a business plan to achieve business goals. The study therefore, recommends that government, non-governmental organizations and private individuals should place priority on pursuing entrepreneurship as a means of improving living standard, since it provides understanding in essential steps in business start-up, enhances awareness of career and entrepreneurial option, increases awareness of social responsibility to society, and increases individual ability to follow a business plan to achieve business goals.

Keywords: Employment, entrepreneurship, generation and role

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I. INTRODUCTION

In Nigeria and other African countries, poverty is described as a socio-economic problem that affects growth and development in the region. The government of these countries have designed and embarked on several measures to reduce the degree of poverty and improve the social well-being of the people. In Nigeria, the federal government has initiated several measures and policies to reduce the level of poverty among the masses. Entrepreneurship is one the measures embraced by the government to reduce mass poverty and unemployment in the country (Gibson, 2014).

Entrepreneurship has been described as that critical factor of product that harnesses knowledge, including technical progress for use in production. Entrepreneurship (EE) is learning directed towards developing in people those skills, competencies, understanding and attributes which equip them to innovative and to identify, create, initiate, and successfully start and manage personal/or community business and seek for opportunities to change society for the better while working for themselves or organization (Alex, 2012).

Entrepreneurship as part of the total educational system is the type of education that involves the acquisition of skills, ideas and management abilities necessary for employment generation. An entrepreneur promotes employment rather than seeking for an employment. Therefore, there is a need to embrace this type of education and provide all the necessary resources needed to make functional. Quality entrepreneurship could be

used as a tool for fighting the war against poverty and unemployment in Nigeria. Education is said to be qualitative when the input such as students, teachers, finance, facilities and equipment and all these are converted through teaching and learning (theory and practical) and produce a desirable output. The output is better equipped to serve themselves and the society. The quality of input influences to a large extent the quality of output. In other words, the quality of the input of entrepreneurship such as teachers, students and infrastructural facilities will influence greatly, the input of the output (Olorunmolu, 2015).

Entrepreneurship is the process whereby individuals become aware of business ownership as an option for viable alternative, develop ideas for business, learn the process of becoming entrepreneurs and undertake the initiation and development of business (Alex, 2012). Henry (2013), views entrepreneurship as the engine driving the economy of nations, creating new industries, young entrepreneurs, employments and wealth. Also in the view of Agbionu (2016), entrepreneurship involves a process aimed at creating wealth for the purpose of growth, development of the environment and eradication of unemployment for national sustainability.

This study is not established to evaluate past measures of poverty reduction in Nigeria, but aim at investigating the role of entrepreneurship on employment generation through training that will provide youths with philosophy of self-reliance such as creating a new cultural and productive environment, promoting new sets of attitudes and culture for the attainment of future challenges in Adamawa State.

The economy of Nigeria has strangulated industrial development, thereby creating poverty at all levels of human existence in the nation. Unemployed youths roam the streets with their faces showing poverty at its peak. The poverty alleviation programmes was meant to cushion the unemployment problems, but the effect is still being seriously felt (Chu, Kara & Benzing, 2016). Entrepreneurship has played an important role in stimulating the process of entrepreneurship development in create job opportunities, reduces import of manufactured goods and decrease the trade deficits that result from such imports (Onyia, 2017). Despite the important associated with entrepreneurship in creating jobs opportunities; still there are faced with some challenges as opined by Gana (2016), Aiyeduso (2014), and they include: Poor funding by government and Non-governmental organizations. - Poor or ineffective planning, supervision information and evaluation of the programme across the board, inadequate teaching materials, equipment and infrastructural facilities, inadequate qualified teachers and instructors as well as supporting staff at all level. The challenges posed on globalization, information and communication technology (ICT) have effect on curriculum, methodology, facilities, staff and equipment.

Even though challenges facing entrepreneurship is personal experiences of graduates who have taken up self-employment based on the entrepreneurship instructions they had while in schools. The experiences have not been palatable, as they live and cope with the problems of multiple taxes, poor government patronage, difficulty in getting registered/incorporate, headache of accessing funds in banks, harsh government regulations, high rate of inflation incidences of harassment/extortion by government officials, infrastructural decay, exorbitant cost of raw materials et cetera (Osuala, 2016; Gabadeen and Raimi, 2013). The above authors succeeded in identifying roles and problems of entrepreneurship but have failed to pinpoint on how those challenges of entrepreneurship can be curb diligently towards improving sustainable development by creating jobs opportunities. Therefore, this study tends to bridge this gap by identifying in details how challenges of entrepreneurship can be attained.

The following hypothesis will be formulated for the study:

H₀ : There is no significant relationship between entrepreneurship and employment generation in Adamawa State.

II. LITERATURE REVIEW

Entrepreneurship

Aina and Salako (2016) described entrepreneurship as the willingness and ability of an individual to seek out investment opportunities and takes advantage of scarce resources to exploits the opportunities profitably. It is the process of creating something new with value by devoting the necessary time and efforts, assuming the accompanying financial social risks at the end receiving resulting reward. Alberti, Sciascia and Poli (2014) define entrepreneurship as “the structured formal conveyance of entrepreneurship competencies which in turn refers to the concepts, skills and mental awareness used by individuals during the process of starting and developing their growth oriented ventures. Gibson (2014), defined entrepreneurship as the process of using private initiative to transform a business concept into a new venture or to grow and diversify an existing venture or enterprise with high great potential. According to the Amazing world, (2011) the term “Entrepreneurship” was derived from the 17th century French word “entrependre.” The term refers to individuals who were undertakers, i.e., who undertook the risk of new enterprise. In fall, entrepreneurs in the ancient times were soldiers of fortune, adventures, builders and merchants. Mbaebgu (2016) opine that entrepreneurship refers to the activities of the entrepreneur as the initiator, organizer, innovator and risk bearer

in production or business. The entrepreneur is the person whose activities create wealth and employment which can be measured either directly or through economic growth rates. Kudehinbus (2016) defines entrepreneurship as the process of creating something different with value by devoting the necessary time and efforts with the accompanied financial, psychological, and social risks and receiving the resulting rewards of monetary and personal satisfaction.

Concept of Employment generation

According to Otege (2013), the variation in the conceptualization of employment generation is that it is a viable solution to unemployment. Thus, employment generation can be measured by knowing how many people get employed over certain period of time by comparing the present staff strength of enterprises to their previous staff strength in some past periods. Employment generation is captured within the domain of employment creation. The term employment generation is used to refer to a situation where investment production activities give rise to the need to employ more human resources that would be consistent with higher level of output production (Quadrini, 2014). According to Gbosi (2015), employment is defined as, when collectively specified or not collectively specified, the total number of persons 15 years and above who are employed in civilian occupations. With this, Gbosi is agreeing that employment is associated with those who are, at least, 15 years of age. However, this definition fails to give the upper age limit for those who may be considered employed. According to National Bureau of Statistics (NBS, 2015), a person is considered employed if he or she is engaged in the production of goods and services, thereby contributing to the Gross Domestic Product (GDP) in legitimate manner, which is a component of the national account and receives any form or amount of money for that activity. The Bureau goes further to state that for a person to be considered employed, he or she must work full time, i.e. at least, 40 hours, on average, a week. This is a more comprehensive definition.

Concept of Unemployment

According to Badamosi (1999), as cited by Amupitan (2011), unemployment refers to a state where able-bodied, qualified men and women are available for and willing to work but get no job to do. In congruent with this is the submission by Collander (2014), also cited by Amupitan (2011), that unemployment occurs when people are looking for jobs but cannot find one. In the words of Njoku and Okezie (2011) as cited by Amupitan (2011) unemployment in Nigeria is defined as the proportion of the labour force that was available for work but did not work in the week preceding the survey period by, at least, 39 hours. In line with this, the International Labour Organization (ILO) defined the unemployed as numbers of the economically active population who are without work but are available for and seeking work, including people who have lost their jobs and those who have voluntarily left work (Aiyedogbon and Ohwofasa, 2012). The NBS (2015) defines unemployment as the proportion of those in the labour force (not in the entire economic active population nor the entire Nigerian population) who were actively looking for work but could not find work for at least 20 hours during the reference period to the total currently active (labour force) population. This means that one is unemployed if he or she did absolutely nothing at all or did something but not for up to 20 hours in a week. According to Osumah and Osaghae (2016) the level of unemployment rises when the inflow (the newly absorbed) exceeds outflows (persons getting new jobs or quitting the labour force altogether). The different categories of unemployed persons are: sacked people or redundant ones (job losers); temporarily laid off but eventually being retired by the same organization; while some people voluntarily quit their present jobs. Besides, inflow to unemployment can also come from people not previously in the labour force such as school leavers (Idada, 2014). Unemployment refers to a situation where people who are willing and capable of working are unable to find suitable paid employment (Fajana, 2015). Unemployment is a situation in which people who are willing to work at a prevailing wage rate are unable to find jobs. It is one of the macro economic problems which every responsible government is expected to monitor and regulate. The higher the unemployment rate in an economy the higher would be the poverty level and associated challenges.

Roles of Entrepreneurship in Employment Generation

Entrepreneurship has played a major role in this regard. This opinion is supported by Ogundele (2007) that the promotion and development of entrepreneurial activities would aid the dispersal and diversification of economic activities and induce even development in a country. Similarly, Osuagwu (2002) added that entrepreneurial development in Nigeria should be perceived as a catalyst to increase the rate of economic growth, create job opportunities, reduces import of manufactured goods and decrease the trade deficits that result from such imports. In view of Matanmi and Awodun (2015), if Nigeria desire to move out of the disturbing high level of unemployment and ravaging level of poverty, adequate attention must be given to the growth of entrepreneurship. They concluded that Nigeria still remain in the doldrums because of the combination of ignorance, low capacity building and lack of encouragement of entrepreneurship.

The successful contribution of entrepreneurship to poverty alleviation and economic development in Lagos State depends on entrepreneurship training and orientation. Entrepreneurship, according to Ogundele (2013) is the process of emergence behaviour and performance of entrepreneur. Entrepreneurship is a structured formal conveyance of entrepreneurial competencies, which in turn refers to the concepts, skills and mental awareness used by individuals during the process of starting and developing their growth-oriented ventures. Another view of entrepreneurship is the term given to someone who has innovative ideas and transforms them to profitable activities (Omolayo, 2016).

Entrepreneurial orientation is the development of entrepreneurial skills, effective and efficient application of the skills in management of business to create a significant difference from other business, recognizing the skill and allowing it to function effectively. Quality Entrepreneurship plays a vital role in the social, political and economic development of any Nation. This is possible when jobs are created for the citizenry by establishing a lot of businesses that will accommodate the unemployed youth in Nigeria. A qualified graduate of entrepreneurship would have acquired enough skills relevant to management of small business centre. An entrepreneur provides job for himself by establishing small business centre. This, according to Aiyeduso in Olorunmolu (2016) helps to reduce the problem of unemployment and other social vices in Nigeria. The entrepreneur does not only provide jobs/employment for himself alone, but provides for others too. This in turn helps the individual to increase per capital income hence improve standard living.

Through entrepreneurship, A pool of potential entrepreneurs who are well equipped with skills and technical know how to manage small/medium scale industries are produced. This will equally help in employment generation. Through quality entrepreneurship, Nigeria could produce a lot of entrepreneurs who could establish and manage businesses on their own (Olorunmolu, 2016).

Based on the above merits, it is no doubt that entrepreneurship could be used as major weapon in achieving the Millennium Development Goals (MDGs) by empowering the individual in the society to be self-reliant. This will help reducing poverty in Nigeria.

Factors Hindering Affecting Performance of Entrepreneurship

Quality Entrepreneurship could play a vital role in equipping individual with necessary intellectual capacity, skills and right type of work habit and attitude to be able to create jobs for the growth of the Nigeria economy. However, what is quite essential is the extent to which the entrepreneurship programme can be implemented to realize these goals. The programme is confronted with a lot of challenges which brought a setback in the attainment of its objectives. These challenges have not enable Nigerian to enjoy the benefits of this programme as expected. This limits the achievement of the millennium development goals (MDGs) in Nigeria.

Some of the challenges have been pointed out by eminent scholars such as Gana (2013), Aiyeduso (2014), Osuala (2015) and they include:

- i. Poor funding by government and Non-governmental organizations. - Poor or ineffective planning, supervision information and evaluation of the programme across the board.
- ii. Inadequate teaching materials, equipment and infrastructural facilities. The challenges posed on globalization, information and communication technology (ICT) have effect on curriculum, methodology, facilities, staff and equipment.
- iii. Inadequate qualified teachers and instructors as well as supporting staff at all level.
- iv. Inadequate motivation for available teaching and non-teaching staff which affects staff efficiency, retention, creativity and initiative.
- v. Emphasis on theoretical Knowledge rather than practical knowledge due to lack of entrepreneurship centre.
- vi. High level of corruption and very poor maintenance culture in the system. - Poor enabling business environment, access to credit/ loan, infrastructural decay, mass poverty, inflation, technological infraction, political instability and insecurity of lives and properties which hamper economic and business activities.

Possible Ways of Curbing Problems Affecting Entrepreneurship in Nigeria

The benefits of improving entrepreneurship cannot be overemphasized, according to Paul (2015), they include, but not limited to the following:

1. It inspires and motivates students to achieve while in school and use their knowledge in a real world setting
2. It improves school performance and can help achieve No Child Left Behind (NCLB) goals and the Adequate Yearly Progress (AYP) measures.
3. It builds the pipeline that creates productive and thoughtful citizens who contribute to local, states and national competitiveness.

In order to achieve viable improvement of entrepreneurship that will enable sustainable industrial transformation and development in Nigeria, the following should be embarked upon:

1. Equipping youths and students with skills and competencies in Vocational and Technical education taught in tertiary institutions: students and youths in tertiary institutions should be equipped with necessary skills, aptitudes and competencies in vocational and technical education. This can be done when they are being taught skill oriented courses, by the master of the art and it should be practically based (Ewhrudyak, 2016).
2. Vocational and technical education should be re-introduced at all levels of education: it has been observed that vocational skills is not really emphasized in educational institutions, be it secondary or tertiary, thus vocational and technical education should be re-introduced, as it has been seen as an indisputable means of reducing youth unemployment since it is skilled-oriented and employment motivated. So that, secondary school graduates that are unable to continue to tertiary institutions can be gainfully employed and be self-reliant (Garba, 2014).
3. The government should furnish universities with the needed basic and academic amenities to facilitate teaching and learning of entrepreneurship: entrepreneurship is a course that cannot be taught theoretically, it has to be practical based. Government should furnish institutions teaching entrepreneurship with necessary and adequate facilities, to enhance its effective teaching and learning (Okebukola, 2014).
4. The Vice Chancellors, Rectors and Provost overseeing the affairs of the Universities, Polytechnics and Colleges of Education respectively should ensure that course instructors/lecturers assigned to teach entrepreneurship are specialist in the field: lecturers teaching the course, should be masters of the art. They should be experienced entrepreneurs that have implemented all what is being taught. However, where there are difficulties in getting experts, non-specialists lecturers with relevant background in academia should be engaged and sent for accelerated training within and outside Nigeria. Experts with practical experience in entrepreneurship from the industry could also be engaged on full or part-time arrangement (Nwangwu, 2007)
5. In order to enrich the curriculum of entrepreneurship, the tertiary institutions offering entrepreneurship should organize periodic field trips, industrial tours to developed nations, mentorship programme, hosting of exhibitions fairs, coaching grooming, seminars conferences workshops and exchange programmes in order to inspire undergraduate students and learners to imbibe entrepreneurial traits. With these activities, the students would not only be equipped with the relevant skills needed but will also gain new knowledge from other countries that will help improve the learning of entrepreneurship.
6. There is need for periodic review and assessment of the contents of the entrepreneurship curricula: The school curriculum should be pragmatic, that is, inculcate in the undergraduate students' practical enterprise building skills, which should be turned into viable business opportunities during and after graduations, thereby reducing youth unemployment in Nigeria. Educational stakeholders, especially curriculum planners should periodically review and assess the content of entrepreneurship curriculum, to reflect the current educational and societal needs (Akpomi, 2009).
7. National Youth Service Corps (NYSC) scheme should be refocused as a period for acquisition of entrepreneurship skills and implementation of those skills during the service year: NYSC period had always been set aside for acquisition of entrepreneurial skills, that would assist graduates that have passed out establish their personal businesses. However, it has been observed that this has not really been emphasized over the years, thus, the government should refocus the NYSC programme as a period of acquisition of vocational skills for achieving sustainable industrial transformation and development (Akpomi, 2009).
8. The federal governments should evolve a national culture of entrepreneurship by supporting, training and rewarding self-reliant graduates across the tertiary levels in Nigeria: graduates that have excelled in entrepreneurial programme should be adequately rewarded as this approach would help foster among students offering entrepreneurship, innovation, invention and creativity. The government should set aside modalities to help students that have excelled in their entrepreneurial programme in tertiary institutions; this will be a source of motivation to them and upcoming potential entrepreneurs (Ewhrudyak, 2016).
9. Government should refocus Education Trust Fund (ETF), Petroleum Development Trust Fund (PTDF) and Federal Ministry of Education (FME) to earmark substantial portion of their budget for funding public universities/polytechnic and colleges of education offering entrepreneurship courses: such funds are meant for research and development purpose and Entrepreneurship as been observed to be one of the key tools to a country's development, thus the government should earmark substantial portion of that budget for this purpose. The funding should cover training, research, infrastructural development and programmes for academic and administrative members of staff in charge of entrepreneurship across the three levels of tertiary institutions (Ewhrudyak, 2016).

Empirical Review

Anak, Ketut, MSIE, Gede, and Ayu (2018) also studied the role of organizational innovation as a mediator of relationship of entrepreneurial leadership on organizational performance. Data analysis was done with SEM-PLS through the stages of evaluation of measurement model, structural model evaluation, and hypothesis testing. The feasibility of the model was evaluated based on Q-square predictive relevance (Q²) and Goodness of Fit (GoF). The study revealed that there is a significant positive effect between entrepreneurial leadership on organizational innovation and organizational performance. However, this study seeks to study the effect of organizational innovation on entrepreneurial performance among small and medium enterprises in Yola North metropolis of Adamawa State.

Olu, Marius, Anca and Florentina (2017), studied the impact of innovation on the entrepreneurial success: evidence from Nigeria sought using correlation and regression analysis; data were analyzed using descriptive and inferential statistics. Hypotheses were tested at 0.05 significant levels with the aid of parametric student t-test. The results revealed that there is a positive relationship between innovation and the financial performance of company.

Ogundele (2019) observes that for the success of National Economic Empowerment and Development Strategy (NEEDS), Nigeria require a new development approach which will release the best in the nation human capital for the economic development effort. This Ogundele (2019) calls spiritual capitalism, which will involve among others calling out the best from every Nigerians. It will also involve individual self-development where individuals are the key driver in developing themselves. These will be capped by leadership with vision. One of the major thrusts of NEEDS is, growing the private sector, and this calls for massive training and development of indigenous entrepreneurs in Nigeria, hence the demand for refocusing on training programme more importantly on entrepreneurship.

Theoretical Framework

Innovation as a Theory of Entrepreneurship

Schumpeter (1934) marked innovation as a theory of entrepreneurship. The theory credited to him is also called Schumpeterism. Schumpeter's theory of 1934 in his work in 1952 saw innovation as a major force behind entrepreneurship. In his postulation he argued that "every growth oriented venture is a function of innovation without which theory of entrepreneurship does not exist". The implication of Schumpeter's theory of entrepreneurship is that entrepreneurs (graduate entrepreneurs) must not only be innovative but should also be creative. A critical element slowing the progress of entrepreneurship in Nigeria as enunciated in the introductory part of the paper is delay in starting entrepreneurship in Nigeria. While the United States of America commenced formal teaching of entrepreneurship in its tertiary institutions in 1947 (Kuratko, 2013), Nigeria started her own in 2016 (Yahya, 2011). It is therefore normal for a novel initiative like entrepreneurship to have some teething problems and operational challenges.

For the purpose of this study, the researcher dwelled on innovation theory of entrepreneurship, because this theory has direct link with the subject matter under study, the theory identify that graduate should be entrepreneurs not only that, it is also affirmed that graduate must not only be innovative but should also be creative in nature. This will help provide them with enough knowledge and ideas on how to develop entrepreneurial skills and spirit to be self-employed.

III. METHODOLOGY

Survey research design was used in the research work. Therefore, the population SMES owners in Adamawa, while convenient sampling technique was used to select the sample from the population, the study conveniently selected only 88 respondents from the entire population. The study adopted the use of closed ended questionnaire, because nature of options to be selected in the questions involved: strongly agree (5), agree (4), undecided (3), disagree (2), and strongly disagree (1). While the hypothesis was tested using Spearman Rank Correlation technique at 0.05(5%) level of significance.

ANALYSIS AND FINDINGS

Eighty-eight (88) questionnaires were administered to the sampled respondents at the field survey, whereas seventy-seven (77) were duly filled and returned successfully by the respondents. Hence, this will represent the entire population.

Hypothesis Testing

H₀ : There is no significant relationship between entrepreneurship and employment generation in Adamawa state.

		Correlations		
		EE	EG	
EE	Pearson Correlation	1		.921**
	Sig. (2-tailed)			.000
	N	77		77
EG	Pearson Correlation	.921**		1
	Sig. (2-tailed)	.000		
	N	77		77

** . Correlation is significant at the 0.01 level (2-tailed).

Where:

EE = Entrepreneurship
 EG = Employment generation
 $X^2 = 0.921, P \leq 0.00$

Based on the data analyzed in table above using correlation coefficient, $r = 0.921$ and $P \leq 0.00$ which is less than 0.01 level of significance, hence, the null hypothesis was rejected and consequently the alternate hypothesis which state that there is significant relationship between entrepreneurship and employment generation in Adamawa State was accepted.

IV. Summary of Findings

The major findings of this study have been derived from the analysis and presentation of data of this study.

- i. It was found out that the ability to pursue entrepreneurship as a means of earning a living is enhanced through entrepreneurship; entrepreneurship helps to provide understanding in essential steps in business start-up, it enhances awareness of career and entrepreneurial option, increases awareness of social responsibility to society, and increases individual ability to follow a business plan to achieve business goals.
- ii. It was also found out that factors that hinder entrepreneurship from creating job opportunities in Adamawa state. Inadequate include lack of qualified teachers, instructors, teaching materials as well as supporting staff at all levels, high level of corruption and inadequate maintenance culture in the system, poor funding by government and non-governmental organizations and emphasis on theoretical knowledge rather than practical knowledge.
- iii. The study further found out that for Adamawa state to alleviate the problems affecting entrepreneurship, there is need to inspire and motivate students to use their knowledge in a real world setting, vocational and technical education should be brought back in improved way with full force at all levels of education, the government should furnish schools/institutions with the needed academic amenities to facilitate teaching and learning of entrepreneurship, the federal governments should evolve national culture of entrepreneurship by supporting, training and rewarding self-reliant graduates across the tertiary levels in Nigeria, and government should develop a training program that will benefit the youths and general public.

V. Conclusion

Based on the analysis of results and findings of the study, the researcher concludes that entrepreneurship is critical to successful enterprise setting due primarily to the fact that enterprise setting devoid of entrepreneurship has greater chances of failure due to poor preparation for the challenges associate with start-ups.

The term employment generation is used to refer to a situation where investment production activities give rise to the need to employ more human resources that would be consistent with higher level of output production. If Nigeria desire to move out of the disturbing high level of unemployment and ravaging level of poverty, adequate attention must be given to the growth of entrepreneurship. Poor funding by government and Non-governmental organizations for effective planning, supervision information and evaluation of the programme across the board is one of the factors that hinder the effective performance of entrepreneurship in Mubi North LGA.

The entrepreneurship development program in Nigeria is designed to gulp an individual in strengthening his/her entrepreneurial motivation and in acquiring skills and capabilities necessary for playing his/her entrepreneurial role effectively.

VI. Recommendations

The following recommendations were proffered by the researcher based on the analysis of results and conclusion:

- i. Government, Non-governmental organizations and private individuals should place priority on pursuing entrepreneurship as a means of improving living standard, since it provides understanding in essential steps in business start-up, enhances awareness of career and entrepreneurial option, increases awareness of social responsibility to society, and increases individual ability to follow a business plan to achieve business goals.
- ii. It was also recommended that qualified teachers, teaching materials at all levels of education should be employed, corruption and inadequate maintenance culture in the system should be addressed by the government and non-governmental organizations, they should also adequately fund entrepreneurship, as allowing the above in existence will serve as factors that hinder entrepreneurship from creating job opportunities in Mubi North LGA.
- iii. There is need by the government and non-governmental organisations to inspire and motivate students to use their knowledge in a real world setting, vocational and technical education should be brought back in improved way with full force at all levels of education, furnish schools/institutions with the needed academic amenities to facilitate teaching and learning of entrepreneurship, training and rewarding self-reliant graduates across the tertiary levels in Nigeria, and develop a training program that will benefit the youths and general public.

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