ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

# ENTREPRENEURSHIP SUPPORT PROGRAMMES AND SMEs PERFORMANCE IN OYO STATE, NIGERIA

Ojelade Mathew Ojeleke, PhD<sup>1</sup>; Ishola James Aransiola, PhD<sup>2</sup> & Opaleye Muyiwa Adeleke, PhD<sup>3</sup>

<sup>1</sup>Department of Business Administration,
Thomas Adewumi University, Oko, Kwara state, Nigeria.
mathewojelade30@gmail.com.

<sup>2</sup>Department of Business Administration,
Thomas Adewumi University, Oko, Kwara state, Nigeria.
babaishola001@gmail.co.

<sup>3</sup>Department of Business Administration,
Precious Cornerstone University, Ibadan, Oyo state, Nigeria.
opaleye2muyiwa@yahoo.com

#### **Abstract**

This study examined the effect of entrepreneurship support programmes on Small and Medium scale Enterprises performance in Oyo State, Nigeria. Entrepreneurship support programmes was captured through Youth enterprise with innovation in Nigeria (YOUWIN) and National Directorate of Employment 0NDE)), while SMEs performance was measured through sales volume, development of new production capacity, number of employees and number of branches. A Survey design was employed, through the administration of structured questionnaire on a sample of three hundred and sixty seven (367) top and management staff of the selsected SMEs operating in the state. Three hypotheses were formulated and regression analysis was employed for the analysis with the aid of SPSS version 20. The study observed that Youth enterprise with innovative in Nigeria and National directorate of Employment individually and collectively have significant effect on the performance of SMEs in Oyo State, with coefficient and probability value of ( $\beta$ 1= 0.845, p<0.05 and  $\beta$ 2= 0.916, p>0.05) respectively. The study further revealed that entrepreneurship support programmes have a combined adjusted coefficient of determination of 0.789 (Adj.  $R^2 = 0.786$ ) which implied that entrepreneurship support programmes account for 89% variation in the performance of SMEs in Oyo State, Nigeria. It is concluded that entrepreneurship support programmes play a significant role in enhancing SMEs performance in Oyo State, Nigeria. It is recommended among other things that the government as well as other SMEs supporting entities should improve their business development services, so as to enhance the performance of SMEs.

**Keywords:** Entrepreneurship Support programmes, Small and medium scale enterprises, Performance, Economic growth.

ISSN: 2814-2004 eISSN: 2814-2012.

https://unizikentrepjournal.com

December, 2021 Edition

Introduction

Small and medium scale enterprises (SMEs) are today a strategically interesting field to

any economy (Lin, 1998). The affirmative effects of small and medium scale enterprises on the

states, regional, national and international economies improves its competitive environment, by

creating development and flexible opportunities while adapting to new technologies, to the actual

market requirements, occupying market segments that are non-profitable to large enterprises,

enhance the chance to quickly meet local demands, and efficiently capitalising opportunities by

the use of local resources. The SME sector contributes in ensuring balanced economic success

and social growth based on their ages and sizes (Lin, 1998).

The Nigerian government like several other governments of the different countries of the

world is saddled with the responsibility of creating jobs to better the lots of her citizenry. In an

event where this is not visible; it encourages her citizenry to engage in small and medium scale

enterprises and unveils several programmes to ensure these small and medium scale enterprises

succeed. Awogbenle & Iwuamadi (2010) noted that percentage(s) of small and medium scale

enterprises operating in any economy has increased tremendously in recent times; hence they are

regarded as an economy's growth engine. Large firms have lost some of their patronage to the

benefit of small and medium scale enterprises which have become major source of employment

thereby reducing the high rate of unemployment and economic stagnation, as it enhances socio-

economic harmony and improve the living standard of the citizenry.

Ogundele & Abiola (2006) noted that in the past forty years or so, the government had

established various support institutions specially structured to provide succour and to assist small

and medium scale enterprises to contend with some of the hurdles along their growth path. Some

December, 2021 Edition

ISSN: 2814-2004 eISSN: 2814-2012.

https://unizikentrepjournal.com

of these specialized institutions include the Nigerian Industrial Development Bank, the Nigerian

Bank for Commerce and Industry, the National Economic Reconstruction Fund, the Nigerian

Export-Import Bank, the National Directorate of Employment, Industrial Development

Coordinating Centre, Peoples Bank, Community Banks, Construction Bank, Family Economic

Advancement Programme, State Ministries of Industry SME schemes, the Nigerian Agricultural

and Cooperative Development Bank, Bank of industry and so on. They therefore concluded that,

increasing the level of government entrepreneurship development programmes among the

participants of the firm will lead a corresponding increase in the sustainability and success of the

firm.

It is true that successful small and medium scale enterprises propel the successes of the

Nigerian economy. However, the successes of these small and medium scale enterprises are not

attainable due to obvious challenges they face.

For instance, the prevalent challenge has a lot to do with their age and sizes which is traceable to

inadequate cash reserves, inability to access funds, lack of enabling environment, inability to

define and understand the consumption pattern and habit of the consumers, failure or inability to

anticipate and adequately react to competition, technology, and market fluctuations or changes.

The Youth Enterprise with Innovation in Nigeria programme is a collaboration of the

Federal Ministries of Finance, Communication Technology and Youth Development to organize

an annual Business Plan Competition (BPC) for aspiring young entrepreneurs in Nigeria (Tende,

2014). The programme provides a one-time Equity Grant of N1million - N10 million to 1,200

selected aspiring entrepreneurs to start/expand their business concepts and mitigate start up risks;

and to further generate some 80,000-110,000 new jobs for unemployed Nigerian youths over a

three-year period (Akande & Okuwa, 2009).

ISSN: 2814-2004 eISSN: 2814-2012.

December, 2021 Edition

https://unizikentrepjournal.com

Tende (2014) revealed that the Nigerian government(s), particularly since the structural adjustment programme (SAP) of mid 1980s, have put in place policies and programmes aimed at entrepreneurship development, as a means of employment generation, poverty alleviation and rapid economic development, which brought about YOUWIN (Youth Enterprise with Innovation in Nigeria). One of the steps taken by the Nigerian government to reduce the problem of unemployment in Nigeria was the establishment of the National Directorate of Employment (NDE), which was established in November 22, 1986. The objective of NDE was to promptly and effectively fight unemployment by designing and implementing innovative programmes, which are directed towards the provision of training opportunities through the guidance and management support services to graduate farmers and small scale entrepreneurs.

The National Directorate of Employment (NDE) was established on the 24th October, 1986 and it commenced full operation in January 1987 with the primary aim of promoting skill acquisition, self-employment and labour intensive work scheme. The scheme was targeted at school leavers, apprentices, graduates etc. The programme was to address four (4) major areas; (1) Small Scale Enterprises programme, (2) Vocational skill development programme, (3) Rural employment promotion programme, (4) Special public work programme. The aim of the agricultural programme is to generate employment for graduates, non-graduates and school leavers in the Agricultural sector, with emphasis on self-employment in agricultural production and marketing. The programme is monitored by a team of Agricultural professionals in the Agricultural department of the directorate.

Based on the foregoing, numerous scholarly works such as Culkin & Smith, (2000); Baidoun, (2003); Cooke-Davies, (2002), & Iwayemi, A. (2013). among others have been carried out to examine the effect of entrepreneurship programmes on SME performance; but not many

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

have been extensive enough to capture the issues regarding government entrepreneurship support

programmes on SME performance in Oyo State. Given the identified knowledge gap, our point

of departure from previous research is to empirically fill this gap in literature that has been

noticed. Hence, we intend to ascertain the influence of government entrepreneurship support

programmes on SME performance in Oyo State.

**Research Objectives** 

The general objective of this work was to determine the effect of entrepreneurship support

programmes on the performance of SMEs in Oyo state while the specific objectives were to:

1. determine the impact of Youth enterprise with innovation in Nigeria (YOUWIN) on the

performance of SMEs in Oyo state.

2. identify the impact of National directorate on employment (NDE) to the performance of

SMEs in Oyo state

3. determine the impact of the combined activities of the identified entrepreneurship

support programmers on the performance of SMEs in Oyo state

**Research Hyspotheses** 

The following hypotheses were formulated to pilot this study:

1. Ho1: The activities of Youth enterprise with innovation in Nigeria (YOUWIN) do not

significantly affect the performance of SMEs in Oyo state

2. Ho2: The activities of National directorate on employment (NDE) do not significantly

affect the performance of SMEs in Oyo state

3. Ho3: Combined activities of the identified entrepreneurship support programmers do not

significantly affect the performance of SMEs in Oyo state.

elSSN: 2814-2012.

https://unizikentrepjournal.com

December, 2021 Edition

**Review of Empirical Literature** 

ISSN: 2814-2004

Amadi, V.C, Ojiabo, U. & Kemi, D.A (2018) conducted a research on the impact of

government entrepreneurship development programmes on small and medium scale enterprises

success in Rivers state, Nigeria. 103 operators of small and medium enterprises were drawn from

the population size of 114 using Krejcie and Morgan (1970) sample size determination table for

the 38 small and medium enterprises for this study. Ninety two (92) copies of the questionnaire

were retrieved and analysed. Findings from the study shows that government entrepreneurship

development programmes enhances success of small and medium scale enterprise

Claudia, A.M, Esteban, E.P & Jaime, R.V (2016) conducted a research on Micro

entrepreneurship support programmes in Chile, using a randomized controlled trial of a large-

scale publicly run micro entrepreneurship programme. The essense of this was to assess the

effectiveness of business training and asset transfers to the poor over a period of 46 months.

They found out that the programme significantly increases employment by 15.3% in the short

run (mostly through self-employment) and 6.8% in the long run (mostly through wage work).

This is consistent with the hypothesis that skills taught during the training lessons are useful for

wage work, which is supported by the finding that quality of the intervention positively affects

wage work, especially in the long run.

Cole, J.A & Hanorti, J. (2013) undertook a research work on the impact of

entrepreneurship support programmes for small and medium scale enterprises in micro-

enterprises in developing countries. A Meta-Analysis of impact evaluation was conducted on a

selected number of entrepreneurs. The study found an overall positive impact of

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

entrepreneurship support programmes on business growth is limited. The positive business

performance outcomes were observed for youth and entrepreneurs with higher education.

Bello, R.A et al (2009) investigated into the impact of government support programmes

on the economic development in Nigeria, using Asa and Ilorin west local government areas,

Kwara state as a case study. A Focus Group Discussion (FGD) of 4 groups (2 males and 2

females) was conducted from whose scenario a questionnaire was raised. Both qualitative and

quantitative methods were employed, especially to see the impact of these policies on the

inhabitants using house hold income as a proxy. The Sen's Gini co-efficient technique was used

for analysis and the result indicated that agricultural sector is the highest income-contributing

sector and the entrepreneurship programmes had positive impact on the social-economic life of

the people of the area.

Zhamilya, S.K et al (2016) conducted a research on the effect of entrepreneurship support

programmes on business climate in the Republic Kazakhistan. A special science-based

methodology was developed to monitor the condition of entrepreneurship development and

business climate in the country. The general research methodology of this work was based on

economic ideas and concepts. In the process of achieving the objectives of the study, a

questionnaire survey was conducted which is one of forms of statistical observation. Results

showed that entrepreneurship support programmes has helped in the development of fast

growing innovative, small and medium-sized businesses with the aim of providing targeted

support points.

Methodology

The study adopted survey research design and relied heavily on the use of questionnaire

because of the research objectives. It equally helped in the understanding of the phenomenon

under investigation which was to evaluate the effect of activities of some selected

entrepreneurship support programmes on the performance of SMEs in Oyo state. The period

covered in this work was between 2015 and 2018.

The population of this study includes all the SMEs operating in Oyo State. According to

NBS (2016) there are 7,468 small enterprises in Oyo State and 519 medium enterprises, which

gave a total of 7987 SMEs in Oyo State. The study employed Yamane sample size determination

formula at 95 % confidence level and margin of error of 5 in arriving at a sample size of 367

from the population of 7987 SMEs in Oyo State; hence the study focused on the top and middle

management staff of the selected SMEs in Oyo State. The reason for this is because they are the

major decision makers in SMEs operational activities. A stratified sampling g technique was

employed in administering 367 copies of the questionnaire on the targeted respondents. This was

because the exercise covered the three senatorial regions of the state.

Structured questionnaire was used for data collection for this study. The questionnaire

was designed in close ended pattern and was administered directly on the staff of the selected

small and medium scale enterprises. The questionnaire was divided into two sections, A and B.

Section A of the questionnaire was designed to capture the demographic data of the respondents,

such as status and nature of business. Sections B of the questionnaire addressed the research

objectives. Response structure for section B follows Rensis Likert's rating scale of 1-5 points

(5= Strongly Agree, 4= Agree, 3= Agree to some extent, 2= Disagree and 1= Strongly Disagree)

eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

Out of the Three hundred and sixty seven questionnaire distributed, Two hundred copies were

correctly filled and returned, representing 75% response rate. Responses were coded, entered

into the Statistical package for Social Sciences (SPSS) version 20 for analysis. Linear and

multiple regression method of analysis was used to test the hypotheses formulated for the study.

**Model specification** 

ISSN: 2814-2004

 $Y_t = a + \beta_1 Xt_1 + \beta_2 Xt_2 + \beta_3 Xt_3 \dots e$ 

Where  $Y_t = \text{SMEs Performance}$ 

 $Xt_1 =$ Youth enterprise with innovation in Nigeria

Xt<sub>2</sub> =National Directorate of Employment

a = Intercept

 $\beta$  = Beta co-efficient of the independent variable

e = Standard error of the estimate

**Preliminary Findings** 

In accordance with the sample used for the study, out of the two hundred (200) questionnaires

carefully filled and returned, seven (7) were discarded for picking more than one options per

question. This therefore means that only one hundred and ninety three (193) copies of the

questionnaire were used for analysis. From our findings, sixty eight (68) respondents were male

representing 35% while one hundred and twenty five were female, representing 65%. Also, our

findings on age shows that fifty two (52) respondents were between 30-39 years, sixty eight

respondents were between 40-49 years while seventy three respondents were between 50-59

years. It showed from the findings that majority of the staff were between 50-59 years.

ISSN: 2814-2004 eISSN: 2814-2012.

December, 2021 Edition

https://unizikentrepjournal.com

Further findings revealed that 9respondets, (5%) were Msc. holders, 38 respondents (20%) had Bsc., 45 respondents (23%) were HND holders, 48 respondents (25%) were OND holders while 53 respondent (27%) were holders of West African School Certificate.

## **Hypotheses testing**

# Objective one

The first objective of this study was to find out whether the activities of the agency of the government (Youth enterprise with innovation in Nigeria) has any impact on SMEs performance in Oyo state between 2015 and 2018. Hypothesis was formulated and tested using Linear regression below:

**Hypothesis one:** The activities of Youth enterprise with innovation in Nigeria (YOUWIN) do not significantly affect the performance of SMEs in Oyo state.

Table 1: Summary of Hypothesis 1 result

VARIABLE	Co-efficient	F	P-Value
YOUWIN	0.721*	58.320	0.000
F-Statistics = 81.282  N.B * Significant @5% level		R <sup>2</sup> = <b>0.751</b>	

eISSN: 2814-2012.

https://unizikentrepjournal.com

December, 2021 Edition

Source: Extracted from SPSS 20

ISSN: 2814-2004

The result in table 1 above revealed that the activities of Youth enterprise with innovation in Nigeria (YOUWIN) has a positive and significant effect on the performance of SMEs in Oyo State ( $\beta = 0.721$ , p-value =0.0000). This indicated that an improvement in the activities of the Youth enterprise with innovation in Nigeria support of SMEs will enhance the level of their performance. The coefficient of determination (R<sup>2</sup>) suggested that 75.1% variation in SMEs performance is accounted for by Youth enterprise with innovation in Nigeria, while the Fstatistics suggests that the model is reliable for decision and policy making.

# **Objective two**

The second objective of this study was to find out whether the activities of the agency of the government (National Directorate on Employment) has any impact on SMEs performance in Oyo state between 2015 and 2018. Hypothesis was formulated and tested using Linear regression below:

**Hypothesis Two:** The activities of National directorate on employment (NDE) do not significantly affect the performance of SMEs in Oyo state

**Table 2: Summary of Hypothesis 2 result** 

VARIABLE	Co-efficient	F	P-Value
National Directorate On Employment	0.802*	67.415	0.000
F-Statistics = 79.548  N.B * Significant @5% level		$R^2$ = 0.812	

ISSN: 2814-2004 eISSN: 2814-2012.

December, 2021 Edition

https://unizikentrepjournal.com

It is evident from the result above (Table 2) that the activities of National directorate on employment (NDE) positively and significantly affect SMEs performance in Oyo State ( $\beta$  = 0.802, p-value =0.0000). Therefore, an enhancement of the activities of National directorate on employment (NDE) will enhance the performance of SMEs. The coefficient of determination (R<sup>2</sup>) suggested that 81.2% variation in SMEs performance is explained by the activities of National directorate on employment (NDE), while the F-statistics suggested that the model is reliable for decision and policy making.

#### **Objective three:**

The third objective of this study was to find out whether the combined activities of the agencies of the government (Youth enterprise with innovation in Nigeria and National Directorate of Employment) have any impact on SMEs performance in Oyo state between 2015 and 2018. Hypothesis was formulated and tested using Linear regression below:

**Hypothesis Three:** Combined activities of entrepreneurship support programmes do not significantly affect the performance of SMEs in Oyo state

VARIABLE	Co-Efficient	F	P-Value
YOUWIN	0.845*	14.03	0.000
National Directorat on Employment	0.916*	11.450	0.001
F-Statistics = 51.258  N.B * Significant @5% level		$R^2$ = 0.78 9 Adjusted $R^2$ = 0.7	786

eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

Source: Extracted from SPSS 20

ISSN: 2814-2004

The result on Table 3 above revealed that the combined activities of entrepreneurship support

programmes have positive and significant effect on the performance of SMEs in Oyo State,

Nigeria (F-statistics= 51.258 \*0.000) at 5% level of significance. The adjusted coefficient of

determination (adjusted R<sup>2</sup>) suggested that 87% variation in SMEs performance is accounted for

by the combined entrepreneurship support programmes activities.

The multiple regression output for the combined entrepreneurship support programmes

activities revealed that both Youth with innovative in Nigeria (YOUWIN) and National

directorate of Employment (NDE) significantly affect SMEs performance of SMEs in Oyo State.

**Summary, Conclusion and Recommendations** 

Summary

This study examined the effect of entrepreneurship support programmes on the

performance of SMEs in Oyo State, Nigeria. The study identified and employed two entities

which are YOUWIN and NDE The study employed survey research design, by administering

copies of structured questionnaire on selected owners/chief executives of SMEs in Oyo State,

Three hypotheses were formulated and categorical regression was employed in

estimating the regression models with the aid of SPSS version 23. The findings revealed that

Youth enterprise with initiation in Nigeria and National Directorate of Employment have

positive and significant effect on SMEs performance. The combined activities of the

entrepreneurship support programmes significantly affect SMEs performance of SMEs in Oyo

State, with coefficient and probability value of ( $\beta$ 1= 0.845, p<0.05 and  $\beta$ 2= 0.916, p>0.05)

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

respectively. The study further revealed that business environment elements have a combined

adjusted coefficient of determination of 0.879 (Adj. R2= 0.886) which implied that the activities

of entrepreneurship support programmes account for 87% variation in the performance of SMEs

in Oyo State, Nigeria.

Conclusion

The empirical findings of this study provide evidence that entrepreneurship support

programmes play an important role in the performance of SMEs in Oyo State, Nigeria. Youth

enterprise with initiation in Nigeria and National Directorate of Employment have individual

positive and significant effect on SMEs performance with coefficient of determination (which is

the percentage of variation in the dependent variable that is accounted for by the variation in the

independent variable of 75.1%, and 82.3% respectively, which suggest that entrepreneurship

support programmes all lead to SMEs performance in Oyo State, Nigeria

The combined effect of entrepreneurship support programmes activities on SMEs

survival equally indicated a positive and significant combined effect (F-stat=51.258, <0.05),

with adjusted coefficient of determination  $R^2 = 0.886$  (869). Youth enterpreeise with initiation in

Nigeria ( $\beta$ 1= 0.721, p<0.05) and National Directorate on Employment ( $\beta$ 2= 0.802, p<0.05) both

significantly affect SMEs performance.

The findings further revealed from table (1) above that the co-efficient of determination

 $(R^2 = 0.751, p < 0.05)$ , which implies that a unit change in the activities of Youth enterprise with

innovation in Nigeria (YOUWIN) resulted in 75.1% in SMEs performance in Oyo state within

the period captured in this study and the model is significantly significant. The same thing goes

for the findings in table (2) above where the co-efficient of determination ( $R^2 = 0.812$ , p<0.05).

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

which implies that a unit change in the activities of National Directorate of Employment (NDE)

resulted in 81.2% in SMEs performance in Oyo state within the period captured in this study and

the model is significantly significant. Looking at the combined effect of both predictors for this

study, it is evident from table (3) above that the co-efficient of determination ( $R^2 = 0.78.9$ ,

p<0.05) implies that a unit change in the combined activities of of Youth enterprise with

innovation in Nigeria (YOUWIN) and National Directorate of Employment (NDE) resulted in

78.9% in SMEs performance in Oyo state within the period captured in this study and the model

is significantly significant. The implication of this is that the agencies of the government created

to promote SMEs in the country such as NDE and YOUWIN have individually and collectively

impacted significantly in the performance of SMEs in Oyo state

It.can be concluded that entrepreneurship support programmes play a significant role in

enhancing SMEs performance in Oyo State, Nigeria. Specifically, the study concluded that

Youth enterprise with initiation in Nigeria and National Directorate of Employment are some of

the most critical elements of business development agencies driving SMEs performance in the

state. This stud was in agreement with that of Eucharia, E. (2020) that there is a positive

relationship between entrepreneurship support providers and SMEs growth as evident in her

study that took place in the eastern part of Nigeria.

**Recommendations** 

It is recommended among other things that the government as well as other SMEs

supporting entities should improve their business development services, so as to enhance the

performance of SMEs. Also, the government should equally improve on the infrastructural

facilities, as this tends to enhance the performance of SMEs.

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

More entrepreneurship support agencies should be created to complement the existing

ones so as to promote more SMEs since these are the drivers of the economy in both developed

and developing economies.

Government should fund adequately existing support agencies so that they could carry on

with their mandate effectively. The branches of these agencies should not be limited to urban

areas alone, their presence should equally be felt at the grassroots level so as to sensitise and

encourage entrepreneurs at the local level.

Effort should be made by National Directorate of Employment and other agencies in

partnership with the government to explore other areas that can create employment and reduce

unemployment in the country like diversification of the economy from oil dependence to agro-

allied.

National Directorate of Employment and Youth enterprise with innovation in Nigeria

(YOUWIN) should establish a data bank of all unemployed and employed people in the country

to give room for a better assessment of unemployment situation in the countr

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

#### https://unizikentrepjournal.com

## References

- Akande S. O & Okuwa O. B (2009). Empowering Nigeria youths for the 21stCentury. NISRA Occasional Paper No: 3.
- Ammar, A. (2003). Indicator variables model of firm's size-profitability relationship of electrical contractors using financial and economic data. *Journal of Construction Engineering and Management*, 129, 192 197.
- Awogbenle, A. C. & Iwuamadi, K. C. (2010). Youth unemployment: Entrepreneurship development programme as an intervention mechanism. *African Journal of Business Management*, 4(6), 831-835.
- Baidoun, S. (2003). An empirical study of critical success factors of TQM in Palestinian organizations. Logistics Information Management, 16(2), 156-171.
- Baker, W. E. (2002). Market orientation, learning orientation and product innovation: delving into the organization's black box. *Journal of Market focused Management*, 5, 19.
- Banabo, E., & Ndiomu, K. (2011). Entrepreneurship and entrepreneurial education EE): Strategy for sustainable development. *Asian Journal of Business*Management 3(3).
- Baumann, H. D. & Kaen, F. R. (2003). Firm size, employees and profitability in U.S. Manufacturing Industries. *Social Science Research Network*, January 13,
- Burns, P., & Dewhurs, J. (2003). Small business and entrepreneurship. MacMillan. Press Ltd, London.
- Chigunta, F. (2002). Youth entrepreneurship: Meeting the key policy challenges. Wolfson College, Oxford University, England.
- Claudia (2016). Micro entrepreneurship support programme in Chile. *International initiative for impact evaluation. Impact Evaluation Report* 40
- Cole, G. A. (2005). Management: Theory and practice. Book Power (6thed) London. TJ Internatio nal, Padstow, Cornwall. Publications Ltd.
- Cooke-Davies, T. (2002). The real success factors on projects. *International Journal of Project management*, 20, 185-190.
- Davies, T. C. (2002). The real success factors on projects. International *Journal of Project management*, 20, 185-190.
- Drucker P. F. (1985). Innovation and entrepreneurship: Harper & Row, New York, 143.
- Forsman, M., Hinttu, S. &Kock, S. (2002). Internationalization from a SMEs perspective. 18th Annual IMP Conference, Dijon, France.

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

#### https://unizikentrepjournal.com

- Geene P. G. & Brown T. E. (1997). Resources needs and the dynamic capitalism typology. Journal of Business venturing, 18,161-173.
- Hashim, M.K. & Hassan, R. (2008). Internationalization of small and medium scale enterprises: Options, incentives, problems and business strategy. *Management Review*, 43(1), 63-76.
- Holt D. H. (1998). Entrepreneurship: New venture creation. Prentice, Hall ofIndia Private Limited, New Delhi.
- Idam, L. E. (2014). Entrepreneurship development in Nigeria: A review. IOSR *Journal of Business and Management*, 16(1), 01-07
- Iwayemi, A. (2013). Youth unemployment in Nigeria challenges and way forw. Paper presented at the World Bank Regional workshop on youth employment. Abuja.
- Kothari, C. R. (2008). Research methodology: methods and techniques. New Delhi: New Age International.
- Lin, C.Y.Y. (1998). Success factors of small-and medium- sized enterprises in Taiwan: An analysis cases. Journal of Small Business Management, 36(4), 43-57.
- McClelland D. (1961). The achieving society: Van Nostrand Company Inc. Princeton. New Jersey.
- Morgan, G. A., & Harmon, R. J. (1999). Sampling and external validity. *Journal of the American Academy of Child and Adolescent Psychiatry*, 38, 1051–1053.
- Nelson R. R. & Pack, H. (1999). The Asian miracle and modern growth theory. *The Economic Journal* 109(457), 416-36
- Nkechi, A., Ikechukwu, E. & Okechukwu, U. F. (2012). Entrepreneurship development and employment generation in Nigeria: Problems and prospects. *Universal Journal of Education and General Studies*. 1(4), 88-102
- Nunnally, J. C. (1978). Psychometric theory (2nd ed.), McGraw-Hill, New York. Nwachukwu, A. C. (2012). The role of entrepreneurship in economic development: The Nigerian Perspective. European *Journal of Business and Management*. 8(4), 95-105
- Ogundele, O. J. K. & Abiola, J. O. (2006). Entrepreneurship and National Development: A Proposal for Evangelistic Agenda. *European Scientific Journal*, 8(6), 40-70
- Osalor, P. (2010). Understanding entrepreneurship and its relevant to Nigerian society. Vanguard Newspaper, April 4th,
- Owolabi, S. A., Obiakor, R. T. & Okwu, A. T. (2011). Investigating liquidity- profitability relationship in business organizations: A study of selected quoted companies in Nigeria. British Journal of Economics, Finance and anagement Sciences, 1(2), 11 29.

ISSN: 2814-2004 eISSN: 2814-2012. December, 2021 Edition

https://unizikentrepjournal.com

- Rouse, W. B. (2013). The conditions of complex innovation adoption occurrence. *The Electric Journal Information System Evaluation,* 16, 10.
- Srivastava, R., Fahey, L., & Christensen, H. (2001). The resource-based view and marketing: The role of market-based assets in gaining competitive advantage. *Journal of Management*, 27(6), 777–802.
- Tende, S. B. A. (2014). Government initiatives toward entrepreneurship development in Nigeria. *Global Journal of Business Research.* 8(1), 109- 120
- Timmons, J. A. (1994). New venture creation, entrepreneurship for the 21stcentury. Irwin, Burr Ridge, Illinois, Financing Entrepreneurial Ventures.