

Cross-Examining the Trainability Theory of Entrepreneurship as a Strategy against Unemployment in Kogi State Nigeria



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ABSTRACT: Despite efforts by the government and policymakers in Kogi State Nigeria through entrepreneurship training aimed at reducing the rate and level of unemployment in the state, the outcome has continuously remained unimpressive. The study cross-examined the trainability theory of entrepreneurship as a strategy against unemployment in Kogi State, Nigeria. With a population of 910 registered entrepreneurs in the state, a sample of 278 respondents was drawn and used for the study. Regression was used to test the formulated hypothesis. The study recorded a strong and positive alliance between the trainability theory of entrepreneurship and employment level in Kogi State. It was concluded that the trainability theory of entrepreneurship is a strategy against unemployment in Kogi state Nigeria and recommended that active youths in Kogi State should be encouraged to constantly develop self, believing in their capabilities to exploit hidden entrepreneurial opportunities as this will reduce unemployment level to the barest minimum in Kogi State Nigeria.

KEYWORDS: Strategy, Trainability-theory, Self-efficiency, self-development, Entrepreneurial- alertness and Unemployment

I. INTRODUCTION

Unemployment is a serious problem bedeviling many young graduates, especially in third world countries like Nigeria. The scourge has given rise to increased militancy in many parts of Nigeria including Kogi State. Violent crimes among the youths are more pronounced now than before and other societal ills amongst the middle-aged are almost a norm. Youth unemployment is devastating not only to the individual but to humanity at large due to its physical and economic effects (Akpata, 2019). In Nigeria, the "evil" has defiled all medications and has gotten to an alarming state. Various strategies have been experimented with by successive governments to reduce the saga (James, 2019). The present experiment being showcased by stakeholders and policymakers in a bid to reduce unemployment if not eradicate the trend is the special training of undergraduates in the universities and other tertiary educational institutions in vocational and self-sufficient courses. Others include the introduction of entrepreneurial and entrepreneurship programs in the institutions of higher learning among others (Edith, 2019). Anoke, Osita, Eze, and Muogbo (2021) assert that the main objective of this is to turn out many graduates who will be self-employed, be job-independent after graduation as well as those who will be job creators rather than seekers. If this is done, there will be a multiplier effect on the economy and the era of unemployment in Kogi State and by extension, Nigeria will be a thing of the past.

Abata (2018) noted that in more than 40 million jobless but ready-to-work youths in Nigeria, more than half of this population are unemployable and therefore vulnerable to social crime. There is the need to articulate what could be done to salvage the situation and reclaim their future. He maintained that the speed at which social and domestic violence increases is high and attributed it to the fact that most graduates are not mindful of entrepreneurial training while in school or home

Government at all levels in Nigeria, in response to this clarion call, has continued to strive hard to curtail this contagious effect of unavailability of jobs for the youths in this part of the world through training and retraining them, especially in the agricultural sector thereby developing their managerial and technical skills through vocational training (Peter, 2018). Regardless of the various strategies adopted by successive governments and economic players by establishing several programs, policies, and training centers such as the National Acquisition and Apprenticeship Scheme, SMEs Development Agency, Subsidy Reinvestment program, and more recently, N-Power, which was aimed at achieving inclusiveness and productivity among Nigeria youths in Nigeria. The outcome has remained unimpressive and the need to cross-examine the trainability theory of entrepreneurship as a strategy against unemployment in Kogi State, Nigeria becomes imperative and timely. The main reason for this study is to cross-examine

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the trainability theory of entrepreneurship as a strategy against unemployment in Kogi State Nigeria.

Specifically, the study set to determine the effect of entrepreneurs' self-efficacy, self-development, and entrepreneurial alertness as a strategy against unemployment in Kogi State Nigeria.

To achieve the objective of the study, the hypothesis below was developed and tested:

Ho1: Self-efficiency, self-development, and entrepreneurial alertness have no significant effect on the unemployment level in Kogi State, Nigeria.

II. REVIEW OF RELATED LITERATURE

Conceptual Framework

Nigeria, like most African countries, is endowed with abundant human and material resources, which if well managed can take the youths out of the streets and put the country on the world map economically. A Successful, entrepreneurially minded and focused youth populace in any given society, remains a vital part of the society, who can create a sound economic future for the nation. However, systematic neglect of this all-important group of active people is no doubt the most harmful trade and waste of resources (Moses2019).

Moses (2019) noted that entrepreneurs are vital in boosting and sustaining economic growth, fostering development in society through job creation and youth empowerment. As a result, policymakers have been focusing and paying key attention to entrepreneurship training and development. Abiodun (2018) argued that many Nigerian youths who graduated from tertiary institutions cannot find paid jobs and are equally not entrepreneurially inclined thereby unable to positively utilize their youthful energies. The worst affected are the unskilled, uneducated, and most often, primitive youths in the rural areas, who are at the prime of their physical and mental powers. Naturally, this segment should form the productive foundation of any economy. But in Nigeria, the story is different as they roam the streets of major towns in the country in search of livelihood and employment opportunities.

Concept of Self-Efficacy

Self-efficacy has suffered many definitions as many scholars have attempted to define the concept according to how they perceived it. Self-efficacy according to Albert (2012) is a personal belief on how one can perform and achieve the required result in any given situation. The unemployment situation in most developing countries, Nigeria inclusive calls for urgent attention, and every good hand must be on the deck to achieve a positive result.

Mateja, Joakim, and Melissa (2010) noted that entrepreneurial efficacy deals with individuals' belief in respect to their capabilities, thinking abilities to deliver the assigned task at the stipulated time. Awodi (2018) summed it up by noting that self-efficacy is a vital tool needed by the unemployed in society as a driving force or propeller to achieve the desired economic goals in life.

Concept of Self-development

Personal development is the activities embarked upon by an individual that expands a person's knowledge, capabilities, brings out the hidden potentials, and increases the human capital base of the person thereby assisting in the employability and realization of dreams and aspirations of the person in question. Tseng(2013) noted that for entrepreneurs to maximize their potentials and be self-developed, they must be focused and develop a means that could provide insights on how to improve self-developing techniques and learning capabilities that will help surmount both internal and external business environment. These abilities and talents are considered basic for fashioning entrepreneurial growth if well applied.

Paul (2017) argued that self-development requires a continuous and persistent upgrading and updating one's self and responding to various individual, societal and environmental demands that occur from the interaction among experiences, conceived ideas, gained knowledge, and practical actions. Kelvin (2015) noted that self-directed learning and vocational activities have contributed to the development of entrepreneurial activities and entrepreneurship in many parts of the world including Nigeria and is gradually gaining ground as a vital determinant in the outcome of entrepreneurial output (Nushood, 2015). Self-education and self-development, with strong knowledge intention, have emerged as the primary ways of developing entrepreneurs' esteem to meet the complex demand associated with the dynamic working environment. These if well directed and applied, will help in reducing the rate of unemployment in developing countries like Nigeria.

Concept of Entrepreneurial Alertness

Entrepreneurial alertness no doubt is a vital component in entrepreneurship that plays an important role in opportunity recognition through brainstorming, where businesses are always on the lookout for ways to innovate or improve. Tsebam (2018) argued that entrepreneurial alertness plays a vital role in an entrepreneur's business growth in a modern business environment as it alerts the individual's concern about the opportunities available at a particular time. It is thus necessary that entrepreneurs

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pay key attention to what happens in and around their surroundings, take appropriate action, and harvest from the opportunities and openings not apparent to others if they must succeed in their business ventures. In a related development, Gaza (2013) suggested that the constituent believed to be entrepreneurial in human acts and inactions is the alertness to knowledge rather than the possession of such knowledge or information if not judiciously used.

Amos (2018) conceived that people having a high entrepreneurial mindset and alertness qualities will perceive entrepreneurship better, notice environmental changes earlier, and have more adaptive abilities, with a physical and mental framework that will result in increased productivity and reduction of unemployment. Ibeh (2017) argued that there is a strong and positive connection between business alertness, creativity, and innovativeness, which will help in taking many jobless youths out of the street.

Unemployment in Nigeria

Unemployment has eaten deep into the fabrics of Nigeria and all efforts by successive governments to arrest the ugly trend have proved abortive. Edison (2018) identified neglect of agriculture, wrong impression about technical and vocational education, poor leadership styles, corruption, and uncontrolled population growth as some of the factors responsible for unemployment growth in Nigeria.

Ojima (2019) noted that the continuous neglect of this jobless but critical segment of the society, a large number of whom are educated, untrained, but have the potential to work and contribute their quota to the economic growth, represents a waste of human resources and a time bomb capable of destabilizing the society. The youths who are considered as the most assets in any nation, if properly harvested and channeled are drivers of economic development and sustainability (Kazeem, 2017).

Obinna (2019) argued that the cost of bloated unemployed people in any given society, normally used during the political period as thugs is unhealthy for any nation in the world.

Francis (2019) opined that since youth unemployment in Nigeria has defiled all medications in recent times, causing huge sleepless nights and challenges to policymakers and reducing national progress, all attention, available resources (time, money, and human) must be effectively and efficiently mobilized in that direction to nip the persistent problem in the bud through proper training of entrepreneurs that will have a positive effect on productivity and enhances employment generation.

Empirical Literature

Several studies were reviewed during this study. This enables the researcher to take a concrete stand on a topical issue like cross-examining the trainability theory of entrepreneurship as a strategy against unemployment in Nigeria.

Ho-M et al (2018) examined entrepreneurship systematic training and its impact in Singapore. Knowledge activities on entrepreneurship awareness and efficacy in young youths in that region were used in the study. A secondary source of data was adopted and 335 students from six secondary schools of 13-18 years of age were used; 32.8% for males and 67.2% for females were relied upon in the analysis. The findings revealed that the students who are entrepreneurially trained and have vocational orientation had higher entrepreneurial awareness and efficacy and generate employment against those who did not have any training. The study recommended that entrepreneurship and vocational training programs should be made mandatory among secondary school students since there are pivotal and effective instruments capable of making students self-sufficient and reducing unemployment levels in Nigeria.

The study of Ho-M et al (2018) captured the sample size of the study but omitted a very important segment of research, which is the population of the study where the sample size was drawn from - hence, the sample size stated in the study is hanging. In addition, the statistical instrument(s) of data analysis in the study was/were not stated and as a result, the findings and recommendation therein have no scientific backing.

In a related development, Odeh and Okoye (2014) examined the effect of poverty reduction policies on youth unemployment in Nigeria. Secondary data and some indicators were used to source information for the study. The study found that bulks of the youths in Nigeria are living below the poverty level with less than a dollar per day as a result of the unemployment pandemic. It was also found that the agencies charged with the responsibility of implementing the poverty reduction policies are helping themselves against the general youth interest. The study recommended that there should be a holistic overhaul in the approach and process of job creation in Nigeria, which will give equal opportunity to all qualified youth in the society to be considered for employment.

The study of Odeh and Okoye (2014) did not meet up with the acceptable standard of research writing because of these few points: some indicators, as a means of data collection used in the study, are vague and should be expressly defined. Population, sample size determination, sample size, and the instrument of data analysis, which are vital in research; were all omitted in the study. The findings and recommendations therein are hanging on nothing.

Tseng (2013) assessed self-taught knowledge with entrepreneurial skills on entrepreneurial growth in the USA. The study reviewed

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the uniqueness of self-taught knowledge that is vital in assisting entrepreneurial knowledge in the study area. The study found that trained entrepreneurs who develop themselves and condition the mindset on available opportunities perform better in the business world. The study concluded that for value to be created, self-directed knowledge and entrepreneurial skills must be allowed to play their constitutional duties in the business sector.

Just like the study of Odeh and Okoye (2014), the study of Tseng (2013) falls short of the research standard as there was total neglect to research rules and procedures. Population, sample size, source(s) of data collection as well as the method of data analysis was not found in the study.

Theoretical Framework

The theory upon which this study is based on is the human capital theory. The human capital theory has gained ground since the 60s as people tend to develop themselves to survive Ben-Porath (1967). Jasper (2010) argued that training is regarded as part of investment and investment creates an employment opportunity. It is, therefore, imperative that all needed attention must be paid to training. Ochocho (2015) opined that human capital theory is based on labor availability, acquired education, entrepreneurial mindset, and focused economic growth, which differentiate highly trained staff from other personnel. According to Gbenga (1989), when employees do not obtain considerable pay increase or are promoted after a specific training program, but production and outputs increased as a result of the new invested knowledge acquired through proper training, they will not be moved to continually put in their best to the organizational goals and objective. In other words, companies will be willing and keen to cover those training costs; if such skills obtained through new training will increase and enhance productivity in the firm thereby generating employment opportunities.

III. Methodology

This study adopted the survey research design to investigate the trainability theory of entrepreneurship as a strategy against unemployment in Kogi state, Nigeria. The population used in this study was all registered entrepreneurs in Kogi state, Nigeria as of January 1st, 2021. According to the Kogi State Bureau of Internal Revenue (KSBR), there were 910 registered entrepreneurs in the state. In selecting the sample size; Yamane (1967) was adopted. The formula takes into consideration 95% confidence level and 5% sampling error level.

The formula is: $n = \frac{N}{1+N(e)^2}$

Where n = sample size.

N = population size, e , = the level of precision (95% confidence level or 5% error of sampling)

Hence, $n = 910 / 1 + 910(0.05)^2 = 278$. Therefore, the sample size for the study is 278 entrepreneurs in Kogi state Nigeria.

The study depends on primary sources for data collection. The main source of data was through the administration of a structured closed-ended questionnaire. The questions were meant only for the registered entrepreneurs operating in the state. The scale was a five-point Likert scale, ranging from 5= Highly Agree, 4= Agreed, 3= Undecided, 2=Disagree, and 1= Highly Disagree. The coding of the data was done by allotting scores to the responses in order from 5, 4, 3, 2, and 1.

To ensure that the validity of the instrument was maintained, the initial draft of the questionnaire was subjected to content and face validation. The instrument was given to experts in Entrepreneurship Development Centre, Federal University Lokoja; as well as National Directorate of Employment, Kogi State Zonal Office, Lokoja. These professionals were asked to scrutinize each of the items in the instrument and air their opinion regarding the suitability, clarity of statements, wrongly conceived ideas, missing information, and other observed errors, bearing in mind the purpose of the study. Their comments, suggestions, and corrections were used to modify and produce the final instrument.

To establish the degree of consistency of the instrument, a pilot study was conducted in Ankpa Local Government Area of the state using 25 respondents, the instrument duly completed by the respondents was collected, analyzed, and incorporated into the final copy while Cullman split-half reliability technique was used to test the degree of reliability of the study instrument. The result of the test was subjected to Pearson Product Moment Correlation Coefficient (PPMCC) to determine their reliability; the result revealed that the instruments are reliable (0.884, 0.789, 0.792, and 0.751) for trainability theory, self-efficiency, self-development, and entrepreneurial alertness respectively.

In testing the formulated hypothesis, simple regression was used to establish the association between the variables.

The model is stated thus:

$$Y = \alpha + \beta_1 x_1 + \dots + \beta_n x_n$$

Y equals dependent variable,

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α = intercept,

β_i is the coefficient and x is the independent variable respectively.

The model above is expressed thus:

$$SAU = \alpha + \beta_1TTE + \mu \dots\dots\dots\text{equation 2}$$

Where:

SAU = Strategy against unemployment strategy, β = Coefficient

α = Intercept, μ = Error terms and

TTE= Trainability Theory of Entrepreneurship (Self-efficiency, Self-development and Entrepreneurial alertness)

IV. RESULT AND DISCUSSION

To determine the relationship between the variables, a multiple regression analysis was conducted. The results are shown in the tables below:

Model Summary				
Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.867 ^a	.782	.625	1.76421
a. Predictors: (Constant), Entrepreneurship Alertness, Self-Efficacy, Self-Development				

The R-square (R^2), used to measure the goodness of fit of the estimated model shows that the model is good enough in prediction. The R^2 value of 0.782 explains that the trainability theory strategy has a strong impact on the unemployment level. It confirms that about 78.2 percent of the variation of employment is explained by the trainability theory, while the remaining unaccounted variation of 21.8 percent is covered by the random variation. Therefore, it can be deduced that the relationship between Strategy against unemployment and the independent variables (entrepreneurship Alertness, self-efficacy, and self-development) is strong. The significance of the model in the study was tested using Analysis of Variance as shown below:

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	309.553	3	103.184	8.753	.000 ^b
	Residual	3229.915	274	11.788		
	Total	3539.468	277			
a. Dependent Variable: Strategy against Unemployment						
b. Predictors: (Constant), Entrepreneurship Alertness, Self-Efficacy, Self-Development						

Source: Authors' computation, 2022

The ANOVA showed that the probability value of 0.000 was obtained. This indicates that the regression model was significant in predicting the relationship between trainability theory Strategy against unemployment level.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	124.348	1.373		7.459	.000
	Self-Efficacy	5.638	.060	.039	.673	.001
	Self-Development	7.046	.058	.004	.873	.002
	Entrepreneurship Alertness	2.648	.055	.291	5.002	.000
a. Dependent Variable: Strategy against Unemployment						

Source: Authors' computation, 2022

A regression analysis was carried out to determine the relationship between trainability theory Strategy of entrepreneurship measured by entrepreneurship alertness, self-efficacy, and self-development against unemployment level, and the equation below was arrived at:

$$SAU = 124.348 + 5.638SE_1 + 7.046SD_2 + 2.648EA_3 + 1.373$$

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From the regression result above, as other factors are held constant, the strategy against unemployment was 124.348. A change in one unit in self-efficacy while other factors remained constant will change strategy against unemployment by 5.638; A change in one unit in self-development when other factors remained constant will change strategy against unemployment by 7.046; while a change in one unit in entrepreneurship alertness if other factors are constant will change strategy against unemployment by 2.648. At a 5% significance level, the analysis was conducted. The decision rule for accepting or otherwise the null hypothesis was based on the probability value (PV) $\alpha=0.05$. If the PV is less than α , then the variable is significant otherwise, it is not. All the variables used in the study were significant as their PV was less than $\alpha=0.05$.

Discussion of findings

Findings from the analysis showed that the trainability theory of entrepreneurship has a positive and statistically strong effect on the unemployment level in Kogi State, Nigeria. This implies that the trainability theory of entrepreneurship is a strategy against unemployment as self-efficacy, self-development and entrepreneurship alertness help in creating employment opportunities thereby reducing the unemployment level in Kogi State Nigeria. This finding is in harmony with the findings of Ho-M et al (2018) who found entrepreneurs' training and employment generation to be strongly related.

V. CONCLUSION AND RECOMMENDATIONS

In conclusion, the study cross-examined the trainability theory of entrepreneurship against unemployment to access its efficacy as a strategy against unemployment in Kogi State, Nigeria. The study hypothesized that the trainability theory of entrepreneurship has no significant effect on the unemployment level in Kogi State, Nigeria.

It was found that the trainability theory of entrepreneurship has a positive and significant effect on the employment level in Kogi state Nigeria and concludes that trainability theory is a strong strategy against unemployment in Kogi state Nigeria.

The study, therefore, recommended that active youths in Kogi State should be encouraged to constantly develop themselves, believing in their capabilities to exploit hidden entrepreneurial opportunities like this will foster creativity, innovativeness thereby having a positive multiplier effect on employment generation.

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