



SKILLS ACQUISITION AND ENTREPRENEURSHIP DEVELOPMENT IN BIDA LOCAL GOVERNMENT OF NIGER STATE

Isah Adamu *Ph.D*

Department of Public Administration
Ibrahim Badamasi Babangida University Lapai, Niger state
Email: isahadamuamir@gmail.com

ABSTRACT

The alarming rate of unemployment in any society, nation and the world at large is something to be worried about and this has been, because people never put into consideration the need to acquire skills to be self-employed in order to stop been dependent. This study is carried out to assess skill acquisition as a tool for entrepreneurship development focusing on Bida local Government Area. The problem investigated resolves and the variables of self-reliance, empowerment and entrepreneurship development. These variables form the basis of designing research questions, objectives and hypotheses. The survey research design was employed in the study and data was generated from both primary and secondary sources, the major instruments of data collection used are the researcher concludes that skill acquisition toward entrepreneurship will go a long way in solving most of the global economic problems. In respect of this, the researcher recommends the following: more research work should be carried out on this in order to obtain more useful information on the problem in question, research should not only be restricted to a particular school alone rather be extended to other higher institutions like Polytechnics and universities. Seminars should be had in respect of the need to educate people, family on why skills should be acquired. Finally government should encourage both educated and uneducated to acquire skills by making available necessary tools that will facilitate skill acquisition.

Keywords: *Skills Acquisitions Entrepreneurship, Entrepreneurship Development*

INTRODUCTION

Entrepreneurship entails creative of personality which is characterized by high need for achievement, order, autonomy and problem solving which requires competencies and skills(Kolo etal, 2008). Therefore, the desire of every mind set of individual groups. Organization and government is to have balance economic efficiency and social equity in order to meet the need of the employees and employer generating profit to enjoy healthy living has proven to be continuous revolving issues in modern societies. Globalization has pose a great threat tothis actualization of these issue by creating certain economic factors that disallow or allow various employment issues. Economist Edward (1996) comes out with the following effect of globalization which also affects employment. Economic liberalization, international competition, reduction of autonomy state will cause unemployment, growth and increase wage disparity for mostly unskilled individual, workers in a industrialized countries and also causes wage inequality.

In order to meet the current and reoccurring global challenges and economic instability in our societies and present world, the need for skill acquisition is inevitable in order to be self- reliant and employed. Skill acquisition remain the tools to achieve this great task, in order to create in the mind of individual the need to acquire skills in solving some unemployment issues, that have eat deep into the financial and mainstream of the economy of individuals, groups, government, societies and the world. It is against this backdrop that this research tends to assess the Impact of Skills Acquisition on entrepreneurship development in Bida Local Government Area of Niger state. The Problem Investigated by this Study has to do with the role of skill acquisition and entrepreneurship development cannot be undermined if the reoccurring situation of economic meltdown, joblessness, unemployment, unhealthy living and increase in social vices are to be solve since government organization effort is not proper and are not sufficient enough, it is based on this issue and stand that the researcher wish to consider an assessment of skill acquisition and entrepreneurship development. However, some of the problems of skill acquisition and entrepreneurship development in Bida Local Government Area are inadequate funding, dilapidated training equipment, and poor staffs training in usage of equipment among other problems this research work tends to tackle.

Objectives of the Study

The central Objective of this study is to assess the impact of skills acquisition on entrepreneurship development in Bida Local Government Area. However, the specific objectives of the study include the following;

1. To find out the extent to which skills acquisition promotes self-reliance of the citizens in Bida Local Government Area.
2. To determine the extent to which skills acquisition stimulate empowerment of the citizens of Bida local government area
3. To examine the extent to which skills acquisition enhances entrepreneurship development in Bida Local Government Area

Statement of Hypothesis

The hypotheses formulated in this study include the following;

1. Ho: There is no significant relationship between skills acquisition and self-reliance in Bida local government Area
2. Ho; There is no significant relationship between skills acquisition and entrepreneurship development in Bida local government Area

Research Question

Arising from the research problem, the following research questions were developed;

1. To what extend does skills acquisition promotes self-reliance of the citizens of Bida Local Government Area?
2. To what extend does skills acquisition stimulates empowerment of the citizens in Bida Local Government Area?
3. To what extend does skills acquisition enhances entrepreneurship development in Bida Local Government Area?

Operational Definition of Terms

These concepts are operationally defined as follow:-

Skill acquisition: This is a model of how students acquire skill through formal instruction and practicing. It is also the process of learning and using learning strategies and applying training quickly.

Entrepreneurship: This is the co-ordination and organization of other factors of production for more productive purpose. It is also the process of exploiting opportunities that exist in the environment or that are created through innovation in an attempt to create value.

Entrepreneurship is the process of coordinating, controlling and organizing production processes in order to obtain maximum production at minimum cost with the view of making profits.

Self-reliance; as used in this study improved vocational knowledge, creative ability self- development, entrepreneurial skills

Empowerment; as used in this study refers to reduction of unemployment, increased income; improve well-being, economic well-being and employment generation **Entrepreneurship Development;** as used in this study refers to enhanced entrepreneurial skills; springing of ventures; establishment of small scale enterprises; business expansion and diversification.

Conceptual Framework Concept of Skill acquisition

Dreyfus (1980) defines skill acquisition as a model of how students or learners acquire skill through formal instruction and practicing. This simply implies that skill acquisition is achieved when an observed behavior has changed due to experience and practice. Fitts (1984) proposed that learning was possible through the completion of various stages which include the following: Cognitive phase, Associative phase, Autonomous phase. This process involves the breaking down of desired skill to be learned into parts and understanding coming together as a whole for the correct performance of the task. According to Wikipedia (2010) skill acquisition is the process of learning and using learning strategies and applying training quickly. Copeland and Keefer (2007) has this to say that one skill must be mastered before learning the next skill. Encyclopedia (2008) flight training is the acquisition and honing of basic airmanship skills. All they are after is that skill acquisition is a process to attain a particular aim, it set to break a desire into attainable stages which can either be achieved in part or in coordinate depending on the skill or knowledge to be acquired.

Concept of Entrepreneurship

Entrepreneurship is defined as the willingness and ability of an individual to seek out investment opportunities establish and run an enterprise successfully (Kolo, Gara and Adamu: 2008).

Entrepreneurship is a multidimensional term that is extremely difficult to define (Carree & Thurik, 2005). The term entrepreneurship comes from the French term entrepreneur (Rusu, Isac, Lureteanu & Csorba, 2012).

The first attempt to define this concept was made during the 18th Century by a French banker known as Richard Cantillon. He argued that entrepreneur is a person willing to buy at certain price and to sell at an uncertain price (Cantillon 1931). Jean Baptist say; another French author,

wrote around the beginning of 19th Century that an entrepreneur is the one to transfer economic resources from a sector with lower productivity into another with higher productivity and increased profit, thus creating value (Vlasceanu, 2010). Schumpeter (1934) cited by Misra and Kumar (2000), define entrepreneur as a person making new combination causing discontinuity. The realization of new combination may include a new product or a quality of a product, a new method of production, finding a new source of raw materials or reorganization of the industry. Moreover, Misra and Kumar(2000), cited Hose litz (1960) claiming that, an entrepreneur is a person who buys at a price that is certain and sells at a price that is uncertain. Further, Misra and Kumar (2000) cited leibenstein (1968) affirmed that, an entrepreneur is a person who owns all the necessary resources to produce and launch on the market a product which responds to a market deficiency.

Concept of Entrepreneurship development

Entrepreneurship Development is an act of being self employed, it is a creative means of employing someone idea since it has been submitted by entrepreneurs scholars that the best help is self help, in that, Wikipedia (2010) viewed entrepreneurship as an act of being an entrepreneur, which can be seen as one who undertakes innovation finances and business acumen in an effort to transform innovation into economic goods. Johnson (2002) entrepreneurship is the co- ordination and organization of other factors of production for more productive purposes. He further stress that entrepreneur is the person that coordinates, controls and organizes production process to obtain maximum production at minimum cost with the view of making profit. Wikipedia (2009) has this to say that entrepreneurship education seek to provide students with the knowledge, skills and motivation to encourage entrepreneurial success in a variety of setting variations. McDonald (2002) describes knowledge entrepreneurship as the ability to recognize or create an opportunity and take action aimed at realizing the innovative knowledge practice or product. Ugoji (2003) opined that entrepreneur is normally the person who risks his capital in establishing a business whose profitability cannot be determined at the particular time. Harvey and Knite (1996) consider that rather than to maximize monetary profit, it has been argued that knowledge entrepreneur is the most suitable form of profit. Clark (2004) has this to say that entrepreneurial can be used as a characteristic not only applied to individuals but to organization as a social system as well as to project.

Kuratko (2006) suggested thus that entrepreneurship is the act of pursuing new ways of doing thing in a real context. He also stressed that more concretely the essential act of entrepreneurship is new entry. Lumpkin and Dess (1996) put it this way that entrepreneurship is a process of exploiting opportunities that exist in the environment or that are created through innovation in an attempt to create value.

The importance of skill acquisition for entrepreneur

Individuals, group, organizations cannot effectively practice entrepreneurship without having the necessary skills that is why Fits (1984) suggested that the size of an individuals' factual information store or skilled determine the ability of the performance of that actual skill. Wikipedia (2006) has the following contribution on the acquisition of skill, "people need a broad range of skill in order to contribute to a modern economy and take their place in the technological society of the 21st Century. It stresses further that the skill of knowing how to learn is cost effective because it can mitigate the cost of retraining efforts. When work use efficient learning strategies they absorb and apply training more quickly saving their employer's money and time, from the above one can deduce that training or acquisition of skill is inevitable in any efficient entrepreneurship. Ann (2001) employability career development skills are important because they impact individual morale which in turn plays a significant role in an institution ability to achieve bottom-line result, she further stress that the pressure to make provisions to address, perceived deficiency in the skills area because they realize that a workforce without skills is less productive, because solid personal management skills are often manifested by efficient integration of new process, creative thinking, high productivity and all this could not materialize without skill acquisition.

Theoretical framework

For the purpose of this study, Joseph Schumpeter's innovation theory was adopted. Joseph Schumpeter's innovation theory of entrepreneurship (1949) holds an entrepreneur as one having three major characteristics, innovation, foresight and creativity. Entrepreneurship takes place when the entrepreneur: - Creates a new product; Introduces a new way to make a product; Discovers a new market for a product; Finds a new source of raw material; Finds new way of making things in organization. This theory focused on how the entrepreneur's drive for innovation and improvement creates change. The theory helps to understanding the fact that

entrepreneurship therefore, is more than simply “starting a business”. It is a process through which individuals identify opportunities, allocate resources, and create value. This creation of value is often through identification of unsatisfied needs or through the identification of opportunities for change. It is the act of being an entrepreneur which is seen as “one who undertakes innovations with finance and business acumen in an effort to transform innovations into economic goods hence entrepreneurs sees “problems” as “opportunities”.

Therefore, entrepreneurs help to reduce unemployment when they have creativity, innovation and foresight to create a new product, introduce a new way to make a product, find a new source of raw material, and find a new way of making things in an organization.

Methodology

The target population of this study consists of the citizens of Bida local government Area of Niger State. This is made up of rural populace; business people; staff of local government; members of Youth Organizations; Women group; traditional rulers; cooperative societies as well as community leaders. According to 2006 population figure; the total population of Bida Local Government is one hundred and eighty eight thousand one hundred and one person 188, 181. Since we cannot study the entire population; a sample from the population of the study was drawn using the steely Yamane’s (1967:886) formula as expressed by Israel (1992:1-10) popularly refers to as Yamane’s formula denoted by;

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

Where N = Sample size

N= Total Population E= level of significance L=constant

$$n = \frac{188,181}{1 + 188,181(0.5)^2}$$

$$= \frac{188,181}{1 + 470.45}$$

$$= \frac{188,181}{1 + 471.15}$$

$$= \frac{188,181}{472.15}$$

$$= 399$$

$$= 399$$

$$= 399$$

$$= 399$$

$$= 399$$

Based on Yamane’s formula; the sample size for the study stood at 399. This figure indicates that questionnaire was administered to 399 respondents. For the purpose of this research the simple random sampling technique was used to select respondents from each category of inhabitants in order to get respondents view. Three instrument of data collection were employed in this study. This include; questionnaire; interview as well as observation. In this study, both qualitative, and quantitative methods of data analysis was employed. Two types of analysis was carried out on the data collected. These include: use of descriptive and inferential statistics of chi-square (X²)

Discussion of Results and Findings

Measurement of Variables for Hypothesis One Skills Acquisitions and self-reliance in Bida Local Government Area

Table 4.1; Responses of respondent on skills acquisition and self-reliance

S/No	Variables	SA	S	U	D	SD	Total
1	The citizens of Bida local government are very well aware of the existence of skills acquisition policy of the state	200 66.6%	50 16.6%	7 2.3%	40 13.3%	3 1.0%	300 100%
2	Skills acquisition improved the vocational knowledge of the citizens self development	100 33.3%	140 46.6%	10 3.3%	30 10.0%	20 6.6%	300 100%
3	Skills acquisition increases the creative ability of the citizens leading to craftsmanship	120 40.0%	100 33.3%	10 3.3%	40 13.3%	60 16.6%	300 100%
4	Skills acquisition create the spirits of self-employment thereby reducing over dependence on government work	150 50.0%	100 33.3%	20 6.6%	40 13.3%	20 6.6%	300 100%
5	Skills acquisition increase entrepreneurial skills of the citizens leading to self-reliance	150 50%	100 33.3%	10 3.3%	20 6.6%	20 6.6%	300 100%

Source; Survey research 2021

From the table above majority of the citizens totaling 250 representing 83.3% agree with the view that the citizens are aware of vocational skills policy. Only 50 respondents representing 16.6% disagree. Also as high as 240 respondents representing 80% claimed that vocational skills acquisition improve vocational knowledge leading to self-development; only 60 respondent representing 19.9% disagree. The table also revealed that skills acquisition increase the creative ability of the citizen leading to craftsmanship. 250 respondent representing 83.3% claimed this only 50

respondent representing 16.6% were in disagreement. Also as high as 220 respondents representing 72.9% claimed that skills acquisition create the spirit of self-employment reducing over dependence in government works. 50 respondent representing 16.6% disagree. Finally the table revealed that as high as 250 respondents representing 83.8% claimed that skills acquisition increase entrepreneurial skills of the citizens thereby promoting self-reliance.

Measurement of Variables for Hypothesis Two Skills Acquisitions and Empowerment of the Citizen

Table 4.2; Responses of respondent on skills acquisition and Empowerment of the Citizen

S/No	Variables	SA	S	U	D	SD	Total
1	Skills acquisition reduces unemployment and Joblessness	170 (56.6%)	70 23.3%	10 3.3%	10 3.3%	40 13.2%	300 100%
2	Skill acquisition increased income and improved financial strength of the citizens	150 50%	110 36.6%	7 2.3%	20 6.6%	13 4.4%	300 100%
3	Skills acquisition improve the well-being and livelihood of the citizens	40 13.3%	50 16.6%	10 3.3%	110 36.6%	90 33%	300 100%
4	Skill acquisition centers are well empowered to promote entrepreneurship for the citizens	150 50.0%	100 33.3%	20 6.6%	40 13.3%	20 6.6%	300 100%
5	Skill acquisition generate employment activities thus empowering the citizens economically	150 50%	100 33.3%	0 0%	30 10.00%	20 6.6%	300 100%

Source; Survey research 2021

Analysis from the above table revealed that 260 respondent representing 86.6% claimed that skills acquisition reduces unemployment and joblessness. Only 40 respondent representing 13.3% disagreed. Also 240 respondent representing 80.9% believed that skills acquisition increased income and improved the financial strength of the citizens. However; 60 respondents representing 16.9% have a disagreement view. Moreover 260 respondents representing 86.6% claimed that skills acquisition improved the well-being and livelihood of the citizens. However 40 respondents representing 12.9% disagreed with view point. Furthermore, 200 respondents representing 69.6% claimed that the skills acquisition centers were not equipped to promote entrepreneurship in the local government. However 90 respondents representing 29.9% supported the view that the centers were well equipped.

Finally, as high as 250 respondents representing 83.3% claimed that skills acquisition generate employment activities thus empowering the citizens.

Measurement of Variables for Hypothesis Three Skills Acquisitions and Entrepreneurial Development

Table 4.3; Responses of respondent on skills acquisition and Entrepreneurial Development

S/No	Variables	SA	S	U	D	SD	Total
1	Skill acquisitions enhanced entrepreneurial knowledge and capacity	150 (53.3%)	60 20.0%	40 13.3%	30 10.0%	10 3.3%	300 100%
2	Skill acquisitions develop Business knowledge which leads to spring up of business and local enterprises	160 53%	105 35.0%	0 0%	25 8.3%	10 3.3%	300 100%
3	Skill acquisitions encourages the creation of small scales ventures which brings about economic development to the community	145 48.3%	100 33.3%	5 1.6%	20 6.6%	30 10.0%	300 100%
4	Skill acquisition provides avenue for entrepreneurs to access capital for business expansion	180 60.0%	100 33.3%	10 3.3%	8 2.6%	2 0.6%	300 100%
5	Skill acquisition provide the flat form for the citizens to diversify their business opportunity leading to entrepreneurship development	150 50%	100 33.3%	0 0%	30 10.00%	20 6.6%	300 100%

Source; Survey research 2021

Analysis from the above table indicates that 220 respondent s representing skills 73.6% claimed that acquisition enhanced entrepreneurial knowledge and capacity. Only 40 respondents representing 3.3% disagree with the view. Also 265 respondents representing 88.3% believed that skills acquisition developed business knowledge which leads spring up of business and local enterprises. 35 respondents representing 11.6% disagree. Furthermore 245 respondents representing 81.6% claimed that skills acquisition encourages the creation of small scale ventures which brings about economic development of the community. However 50 respondents representing 16.6% disagree. Moreover, as high as 280 respondents representing 93.3% claimed that skills acquisition provide avenue for entrepreneurs to access capacity for business expansion. Finally 250 respondents representing 83.3% claimed that skills acquisition provide flat form for the citizens to diversify their business opportunity thereby leading to entrepreneurship development. 50 respondents representing 16.6% disagree

Test of Hypotheses Hypothesis One

Ho: There is no significant relationship between Skills acquisition and self-reliance in Bida local government.

H1: That there is significant relationship between Skills acquisition and self-reliance in Bida local government.

From hypothesis one above the independent variable is Skills acquisition while the dependent variable is self-reliance. For purpose of performing Chi-Square operations on the computer for hypothesis one, responses for independent variable Skills acquisition and responses for dependent variable (self-reliance) were coded and the computer using SPSS package cross tabulated the responses to produce the chi-square output presented on Table 4.8 below.

Table 4.4 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	564.570 ^a	16	.000
Likelihood Ratio	463.974	16	.000
Linear-by-Linear Association	210.616	1	.000
N of Valid Cases	300		

Source: Survey Research, 2021.

From the Chi-Square out put on Table 4.8 above, hypothesis one testing procedures are as follows:-

Chi-square calculated value is the Pearson Chi-Square value which is = 564.570

Degree of Freedom (df) = 16 Level of significance (α) = 0.05

Critical or table value at 16 df and α value of 0.05 = 26.296 **Decision Rule**

Accept null hypothesis (Ho)

If X^2 calculated value is less than X^2 critical (tabulated) value.

Reject null hypothesis (Ho) if X^2 calculated value is greater than X^2 critical (tabulated) value.

Comparison

Comparing the chi-square calculated value of 564.570 with chi-square critical (tabulated) value of 26.296 it could be deduced clearly that the X^2 calculated value is greater than the X^2 tabulated value as such the null hypothesis (Ho) will be rejected.

Conclusion

Because the null hypothesis (Ho) is rejected it could be concluded therefore that there is a significant relationship between skills acquisition as the independent variable and Skills acquisition as the dependent variable, meaning that existence of skills acquisition positively impacted on self-reliance on the citizens of Bida local government area.

Hypothesis Two

Ho: There is no significant relationship between Skills acquisition and Entrepreneurship development Bida local government.

H1: That there is significant relationship between Skills acquisition and Entrepreneurship development in Bida local government.

From hypothesis one above the independent variable is Skills acquisition while the dependent variable is self-reliance.

For the purpose of running the Chi-Square the two responses were cross tabulated to produce the chi-square output presented on table 4.14

Table 4.5 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	750.000 ^a	16	.000
Likelihood Ratio	661.352	16	.000
Linear-by-Linear Association	237.069	1	.000
N of Valid Cases	300		

Source: Survey Research, 2014

From the Chi-Square output above, hypothesis three testing procedures are as follows:

Calculated Values which is also the Pearson Chi-square in the table the above is equals to 750.000

Degree of freedom (df) 16

Critical or tabulated value at 16 (df) and X value of 0.05 is equals to 26.296

Decision Rule

Accept the null hypothesis (H_0) if X^2 calculated value is less than X^2 critical (tabulated) value.

Reject the null hypothesis (H_0) if X^2 calculated value is greater than X^2 critical (tabulated) value.

Comparison

Comparing the chi-square calculated value of 750.000 with chi-square critical (tabulated) value of 26.296, it could be deduced clearly that the X^2 calculated value is greater than X^2 tabulated value as such the null hypothesis (H_0) will be rejected.

Conclusion

Since the null hypothesis (H_0) is rejected it could be concluded therefore that there is significant relationship between Skills acquisition and entrepreneurship development. This means that Skills acquisition provide can positively impact on the citizens of Bida local government by way of entrepreneurship development.

Summary of Major Findings

The major findings of this study are summarized as follows;

1. On the relationship between skills acquisition and self-reliance, the study revealed that the citizens of Bida local government are quite aware of the existence of skills acquisition policy. Also skills acquisition improved vocational knowledge, increased creative ability for craftsmanship, reduces over dependence on government job by creating self-empowerment
2. On the relationship between skills acquisition and empowerment, the study revealed that skills acquisition reduces unemployment and joblessness, improved financial strength of the citizens and empowered the people economically. However, the skills acquisition centers were on
3. On the relationship between skills acquisition and entrepreneurship development, the study revealed that skills acquisition enhanced entrepreneurial skills, enhanced spring up of business ventures, establishment of small scales enterprises and provide flat form for entrepreneurs to assess capital for business expansion and diversification

5.0. Conclusions and Policy Recommendations

This Study attempt to explore the effectiveness of skill acquisition and entrepreneurship Development in Bida local government Area of

Niger State. In view of the research that led to the process of assessing the skill acquisition and entrepreneurship development in Bida local government, it can be reasonably concluded that skill acquisition promote Entrepreneurship Development through it positive impact on self-reliance and equipment. Based on the findings and conclusions of the research the following recommendations were made

- 1) Bida local government should conduct educative programme such as seminars, workshops, etc. to enlighten the populace on the importance of skill acquisition so that citizens should endeavor to acquire skills that will bring about self-reliance which will trigger growth and development in the government.
- 2) Tools needed for skill acquisition should be made available for adequate and sufficient and also room should be created for practical experience in form of industrial attachment for the people in order to bring perfections to them and promote empowerment.
Skill acquisition should be made compulsory for all residents of Bida local government in order to allow them to participate in the program, enough opportunity should be provided for expansion and diversification so as to enhance entrepreneurship development

REFERENCES

- Ann, Q. (2001), Suggestions, For Parents and Teachers. New York. Hemisphere Publication.*
- Adamolekun, L., (2006), Postscript: Reorienting the Leadership of Governmental Administration for Improved Development Performance, in Ladipo Adamolekun (ed.), Politics, Bureaucracy and Development in Africa, Ibadan: Spectrum Books Ltd.*
- Adedeji, A. (2000). Renewal of the Search for Systems of Local Governance that can serve the common Good. In: Adedeji, A. & Bamidele, A. (eds). People Centred Democracy in Nigeria? The Search for Alternative Systems of Governance at the Grassroots, Ibadan, Heinemann Educational Books Nigeria Plc.*
- Clark, E.V. (2007), A short Diplomatic History of the Cold war, An African experience, Benin: Alen Publications.*

- Capeland, B. and Keefe, R. (2007), *Teaching Literacy to Student with Significant Cognitive Disabilities*. Toronto: Wapday Production.
- Duniya, I. (2004) *Entrepreneurship*. Emerging Business News and Economic Times. Ibadan: Spectrum Book Ltd.
- Ezeani, E.O., (2004), *Local Government Administration*, Enugu: Zik-Chuks Printing Press. Ezeife, R., (2002), *Readings on local Government*, Ibadan: Spectrum books publishers.
- Ikelegbe, A.O., (2005), *The Local Government System and Grassroots Development in Nigeria: Issues, Problems and Challenges* in A.G. Onokerhoraye and G.E.D. Omuta (eds.) *Perspectives on Development: A Book in Honour of Pius O. Sada*, Benin City: Centre for Population and Environment Development.
- Johnson, P. (2002) *Quotes on Business Success and Entrepreneurship, Exceptional Small Business Advice, Help, Plan, and Ideas*, Lagos: Joint Ventures.
- Kurato, A.O. (2006) *Entrepreneurship Theory, Process and Practice*. Lagos: Sovereign Prints. Lawal, S., (2000), *Local Government Administration in Nigeria: A Practical Approach*, In Ojai, K (ed) *Theory and Practice of Local Government*, Ado Ekiti: UNAD.
- McDonald, R. (2002) *Small Business Entrepreneurship and Startup*. Toronto: Salsa Classes Production.
- Ogefere, S. (2005) "Federal Character panel seeks balanced Itsekiri, Ijaw representation", *The Guardian*, August 24, 2005. (Online edition).
- Omoruyi, O., (2004), 'Democracy as a Right: A Neglected Issue in Nigeria' 1st Distinguished Faculty of Social Sciences Public Lecture, Benin City: Faculty of Social Sciences.
- Orewa (2002) *Reflection on Local Government Development Future*. Ibadan, University Press. Seers, D., (1969), *The Meaning of Development* in *International journal of Development Review*, XI, (4).
- Sehinde, B. (2008). *Need for a Review of Statutory Roles of Local Government for Effective Service*. In: *Journal of contemporary*

**CEDTECH International Journal of Management Studies & Entrepreneurial
Development**

Volume 4, Number 4, December 2023

<http://www.cedtechjournals.org>

Politics, (1), University of Ado-Ekiti.

*Kolo J.B, Gara D.B & Adamu M.N (2008): A guide for Entrepreneurship
Development, revised edition. Silk Concept publishes. Abuja*