

ENTREPRENEURSHIP DEVELOPMENT AND UNEMPLOYMENT REDUCTION IN NIGERIA

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ABSTRACT: *This study investigates the relationship between Entrepreneurship Development and employment reduction in Anambra State, Nigeria. The research focused on youths of five selected Local Government Council of Anambra state, Nigeria. Data were collected using questionnaire from an infinite population of the selected Local Government Council. Samples of 30 youths were drawn from the population of each Local Government through a convenience sampling technique. A total of 150 youths were sample for the study. However, four hypotheses were tested; the first, second and third hypotheses were designed to investigate the relationship between Entrepreneurship training and unemployment reduction; the relationship between Entrepreneurship traits and unemployment reduction; and the relationship between Entrepreneurship empowerment and unemployment reduction respectively. The fourth hypothesis was on the examination of entrepreneurship challenges affecting unemployment reduction. The test conducted shows that the variables in Ho₁, Ho₂ and Ho₃ were significantly and positively related and Ho₄ was also significant. The study recommended that Government should strive to reduce the cost of doing business in Nigeria. Unemployed youths in Anambra State should also be strengthened to embrace entrepreneurship devoid the imitation and vocational inclinations.*

Keywords: *Entrepreneurial Development, Unemployment, Entrepreneurship Training, Entrepreneurship Traits, Entrepreneurship Empowerment*

BACKGROUND OF THE STUDY

Studies on the menace of unemployment have created a huge vacuum in the mind of many scholars both in Nigeria and the world at large. This is so because the rising rate of poverty and other social vices have stimulated the economic and political crises experienced in recent time. World Bank (2004) in its report predicted that poverty in Sub-Saharan Africa is set to rise and by 2015 constitute 50% of the world poorest people. However, Nigeria is naturally gifted with both material, human and entrepreneurship skills but the realization of the full potential of these opportunities has been inhibited by the implementation of inappropriate and unsustainable industrialization policies at different periods (Thaddeus, 2012; Adebobola, 2014). Government at all levels have come up with several policies designed to stimulate entrepreneurship development via small and medium scale enterprises based on technology transfer strategy, were unsuccessful in the achievement of the desired goals as it led to the most indigenous entrepreneurs turning to distribution agents of foreign products in contrast to building in-country entrepreneurial capacity for manufacturing, mechanized agriculture and expert services (Adebobola, 2014). According to Chu, Kara, Benzing (2010); Nwaka (2005);

Oyelola Ajiboshin, Raimi, Raheem and Igwe (2013), between 45 and 60 percent of the urban labour force engage in small private enterprises which is believed to have contributed greatly to the reduction of unemployment in Nigeria.

Entrepreneurship on the other hand has been beneficial because the Nigerian private sector comprising of small and medium enterprises provides diverse employment opportunities for over 50 percent of the country's population and 50 percent of the industrial output (Ariyo, 2005; Oyelola et al, 2013). Many other countries have been able to strengthen and transform entrepreneurship sub-sector to such a vibrant and exciting industry such that they have been able to reduce considerably their unemployment and poverty level because of the huge and enormous contribution of the sub-sector to their economic growth and development (Onugu, 2005). Unfortunately, this cannot be said about Nigeria as the case is different.

Citizens particularly youths in Anambra State are said to be confronted with poverty and unemployment which is caused by lack of capacity and essential productive skills for both creative employment in existing organizations and for self-employment (Sagagi, 2010). Many people are unemployed because they have not acquired the kind of skills that are frequently demanded in the environment they operate. Others are unemployed because their skills have been rendered obsolete by technological changes or because they have no skills at all (Kpakol, 2006). With inadequate skills and few opportunities, Anambrians particularly the youths in the state face a future of low-wage employment, unemployment and under-employment in the informal sector with little security and prospects (Dandago & Muhammad, 2014). The expansion of employment opportunities in the state is far below the growth in population because of lack of productive skills and investments. This reality leaves youth in the state without any sustainable means of livelihood, as a result of which, poverty and unemployment have become the ugly twin faces of the state's economy. There is no doubt that one of the problems confronting many nations is how to combat the challenges of unemployment, with entrepreneurship development seen as a remedy to this problem.

Statement of Problem

Unemployment as it is called has been an issue of discourse in Nigeria. This has grown large that the situation cannot be addressed by mere campaign or words of mouth (Nwankwo & Ifejiofor, 2014). It requires the combined efforts of both individuals and the government of the country in particular and the world at large to formulate a lasting strategy to curb this menace. Unemployment in Nigeria has affected the youth and the economic development of the country from a broad spectrum of socio-economic perspective. It is obvious that the situation especially that of youth unemployment affected Nigeria's progress in several ways. Apart from the economic waste it brought to the nation, it also constitutes political unrest for the country (Ipaye, 1998). According to Ezie (2012), the unemployment situation in Nigeria is disturbing and even more disheartening that the country's economic condition cannot absorb an optimal proportion of its labour force. This situation has resulted in the continuous increase in crimes and other social vices experienced in our society in recent time. To salvage this ugly situation, several strategies have been developed in all spares of human endeavours. These strategies are all found in entrepreneurship.

Taiwo (2014) observed that in any given economy, entrepreneurship development always give birth to job creation which will force people to do something that will better their lives and the country at large. He evaluated the relationship between job creation and entrepreneurship development in Nigeria. It was clear from his observation, job creation or employment opportunity in an economy can be traceable to entrepreneurship training and development. This is similar to the study of Nwachukwu & Ogbo (2012), Bandal (2010), Baba (2013), Okoye, Iloanya & Udunze (2014), Ebiringa (2012), Asad, Ali & Islam (2014), Snapps & Hamilton (2012) and Dandago & Muhammad, (2014). Therefore, many studies have been conducted on this area in many part of the world as well as in Nigeria, but none has been done in Anambra state. This study sought to investigate the extent of relationship between entrepreneurship development and unemployment reduction in Anambra state.

Objective of the Study

The broad objective of this study is to investigate the impact of entrepreneurship development on unemployment reduction in Nigeria. Specifically, this study examines;

1. the extent of relationship between entrepreneurship training and unemployment reduction in Nigeria.
2. the extent of relationship between entrepreneurship traits and unemployment reduction in Nigeria.
3. the extent of relationship between entrepreneurship empowerment and unemployment reduction in Nigeria.
4. entrepreneurship challenges affecting unemployment reduction in Nigeria.

Research Hypotheses

However, this study is further hypothesized as follows;

Ho₁: There is no relationship between entrepreneurship training and unemployment reduction in Nigeria.

Ho₂: There is no relationship between entrepreneurship traits and unemployment reduction in Nigeria.

Ho₃: There is no relationship between entrepreneurship empowerment and unemployment reduction in Nigeria.

Ho₄: There is no entrepreneurship challenge affecting unemployment reduction in Nigeria.

Significant of the Study

This study is significant in that it will help to identify possible factors that will reduce unemployment rate in Nigeria. This study is significant in the sense that it will:

- Highlights the importance of entrepreneurship training and its impact on unemployment reduction in Nigeria. One of the SDG (Sustainable Development Goal) goals highlights education (training) as a critical factor to reducing poverty and dependency.
- Allow the identification of the concept and framework of entrepreneurship development and its contribution to Nigeria's economy.
- Generate greater awareness among tertiary institutions on the importance of having proper and practical strategies for acquiring entrepreneurial skills.

- Provide useful knowledge on factors that might have impact and contribute to the successful adoption of entrepreneurship training by all Nigerian youths.

REVIEW OF RELATED LITERATURE

Entrepreneurship

Entrepreneurship has been defined by various authors to mean many things since the middle age (Igbo, 2006). The entrepreneur has been seen as an actor, innovator or a developer of technology. However, the summary of what entrepreneurship means will reflect the individual definer's point of view. For Inegbehebor (1987), in Akanwa and Akpanabia (2012), entrepreneurship is the willingness and ability of an individual to seek out investment opportunities, establish and run an enterprise successfully. Esomomu (1998) defined entrepreneurship as the effective manipulation of human intelligence, as demonstrated in a creative and innovative performance. The National Directorate of Employment (NDE, 1989) in Onyebueke and Ochnongo (2002) sees entrepreneurship to be an art which involves recognizing a business opportunity, mobilizing resources and persisting to exploit that opportunity. Tijani-Alawiye (2004), defines entrepreneurship as the process of adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs who can successfully run innovative enterprises, nurture them to grow and sustain them, with a view to achieving board socio-economic development goals. It is also the process of bringing together creative and innovative ideas and copying them with management and organizational skill in order to combine people, money and resources to meet an identified need and thereby creating wealth. Shepherd and Douglas, (1997) in Akanwa and Akpanabia, (2012) observe that entrepreneurship development is the ability to envision and chart a course for a new business venture by combining information from the functional disciplines and from the external environment in the context of the extraordinary uncertainty and ambiguity which faces a new business venture. Entrepreneurial development has been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people (Adejumo, 2000). However, it has to be noted that only business that have been able to adopt and actually practice the principles of creativity and innovation are positively impacting the economy and add value to the life of the people. The only thing that is constant in this world is change. So, if one want to meet his or her steps with the rest of the world then in this scenario it is imperative for him or her to adopt new phenomenon, new methodologies and new technology. In this regard, the phenomenon of innovation and creativity is very important. Nowadays, businesses, entrepreneurs and individuals, are adopting the concepts of innovation and creativity. These concepts of innovation and creativity are becoming the central part of the strategies of the business and individuals (Uru and Yozgat 2009).

Unemployment in Nigeria

Unemployment and Poverty remains key developmental challenges in Nigeria over a very long time (Akwara et al, 2013). According to Udu and Agu (2005), unemployment is "a situation in which persons capable and willing to work are unable to find suitable paid employment". According to the International Labour Organisation (ILO) (2007), unemployed workers are those who are currently not working but are willing and able to work for pay,

currently available to work and have actively searched for work. Hornby (2010) defines unemployment as “the facts of a number of people not having a job; the number of people without a job; the state of not having a job”. Nigeria does not seem to have credible data on the rate of unemployment (Udu and Agu, 2005) because no institution has been able to produce accurate figures showing the current rate of unemployment (Udu and Agu, 2005). The great need for entrepreneurship development in Nigeria today, more than ever, is necessitated by the rate of unemployment and its effect on both the people and the nation and the need for small and medium enterprises. According to Chukwubuikem, (2008) and Salami, (2011) despite the abundant human and natural resources notwithstanding, Nigeria is still one of the poorest countries in the world and has one of the highest rates of youth unemployment in sub-Sahara Africa, despite of its alleged strong economic growth. Going by the study of unemployment in Nigeria, Adebayo (1999), Alanana (2003), Echebiri (2005), Ayinde (2008), Morphy (2008 and Awogbenle and Iwuamadi (2010) have recognized some leading causes of youth unemployment in Nigeria; The first to be identified is the rapidly growing urban labour force arising from rural urban migration. The factor is aggravated and provoked in Nigeria by the lack of infrastructural facilities, which makes the rural life unattractive. Youths move to urban areas with the probability of getting lucrative and productive employment in the industries. In addition, there is the focus of social amenities in the urban centres. This implies that the rural areas are neglected in the allocation of social and economic opportunities.

Another factor is the rapid population growth. Going by Nigeria National Bureau of Statistics of 2012, the total population of citizens in Nigeria was around 166.2 million people, and projections for the future indicate that the population could be over 180 million by the year 2020, given the annual growth rate of 3.2 percent (National Population Commission and ICF Macro, 2009). With this population, Nigeria is the most populous nation in Africa and the high population growth rate has resulted in the rapid growth of the labour force, which is far exceeding the supply of jobs.

Corruption, which has pervaded the entire social structure of Nigeria, has raided the country of developing a vibrant economic base. Funds meant for development projects have been misappropriated, diverted, or embezzled and stashed away in foreign banks, while some ineffectual and corrupt bureaucrats cum administrators in the public parastatals have discharged these establishments (Okafor, 2011). The ruling (political) class failed since they traded the vision, policy, and strategy, that should be the thrust of every leadership with dealings (contract award and other mundane money- related activities), as each successive government patiently took turns to target on the nation’s wealth, by using public power, resources, good will, utilities, instrument of abuse, and personal gains (Okafor, 2008 as cited in Anyadike, Emeh, and Ukah, 2012). As such, this cripples the economy and intensifies unemployment that generates abject poverty, hunger and frustration which is killing the zeal and means for entrepreneurship development in the Nigerian youths. Adeniyi (2013) stated that statistics have shown that with the current drive, on the average, labour force in Nigeria will be around 65.7 million a year between 2011 and 2020, and around 78.2 million a year between 2021 and 2030, *ceteris paribus* (if there is no war, no natural disaster, no disease outbreak, etc.). This projection may be realistic because it will take at least 20 years before any policy aimed at reducing population can be effective in Nigeria. Adeniyi (2013) further

explain however that, with the present trend, employment will only be, on the average, 55.8 million a year between 2011 and 2020 and 65.7 million a year between 2021 and 2030 in Nigeria. This projection will cause unemployment in Nigeria to be around 9.9 million (15.07% rate) and 12.45 million (15.93% rate) on average between 2011 and 2020, and 2021 and 2030, respectively (Adeniyi 2013).

Entrepreneurship Development Programme in Nigeria

Entrepreneurship Development Programme is increasingly recognized as important driver of economic growth, generating employment, fostering innovation and poverty reduction through the empowerment of young men and women (UNCTAD, 2010). Poor entrepreneurship development has also been identified as an immediate reason why businesses in developing countries fail to start or progress. Entrepreneurship Development Programmes (EDPs) have been described by Gouws (2002) as a purposeful intervention by an adult (the teacher) in the life of a learner to impart entrepreneurial qualities and skills to enable the learner to survive in the world of business. Its aim is to equip learners with skills, knowledge and disposition that can help them develop or implement innovative social or business plans. Accordingly Suleiman (2010) defines EDP as the process of enhancing entrepreneurial skills and knowledge through structured training and institutional building programmes. Entrepreneurship Development Programme in the context of this study refers to the process of enhancing the capacity of recipients through structured training and institutional building programme.

Structural training as described by Abiodun (1999) is a systematic development of knowledge, skills and attributes required by an individual to perform adequately on a given task or job. Aina (1992) defined structural training as an activity where an expert and learner work together to effectively transfer knowledge and skills from the expert to the learner (to enhance learner's knowledge, skills and attributes) so that the learner can better perform a current or specific task of job. On the other hand, institutional or capacity building is a course of action designed to enable an individual to realize his potentials for growth (Atiomo, 2008). Capacity building relates to the future activity rather than present or current jobs. This suggests a broader view of knowledge and skills acquisition than training. It is concerned more with individual's potentials than with immediate skills. Two approaches have been used for entrepreneurship development in Nigeria. One of the approaches is concerned with provision of generous credit facilities for small-scale industrialists. The scheme, which was formally launched at the beginning of the third National plan period (1975-1980), aimed at providing entrepreneurs with seed capital. The second approach is concerned with provision of training. This led to the establishment of the first training centre, known as Industrial Development Centre (IDC) in Owerri, in 1972. Other IDCs were established in different parts of the country. These two elements (training and funding) are the twin components of Nigerian EDP initiative.

Theoretical Framework

This study is anchored on psychological theory of entrepreneurship particularly as it relates to David McClelland (1961) work on Achieving Society. McClelland had postulated that for achievement, which he called achievement motivation (n-ach), by an individual is a precursor

of entrepreneurial activities and a strong motivation for engaging in entrepreneurship. McClelland asserted via achievement motivation laboratory experiment about the effect of achievement on people's motivation. From the experiment he observed that most people do not possess a strong achievement based motivation, those who do, display a consistent behaviour in setting goals. The achievement motivation theory was based on the following assumptions

- Achievement is more important than material or financial reward.
- Achieving the aim or task gives greater personal satisfaction than receiving praise or recognition.
- Financial reward is regarded as a measurement of success, not an end in itself.
- Security is not a prime motivator, nor is status.
- Feedback is essential, because it enables measurement of success, not for reasons of praise or recognition.
- Achievement-motivated people constantly seek improvements and ways of doing things better.
- Achievement-motivated people will logically favour jobs and responsibilities that naturally satisfy, their needs i.e. offer flexibility and opportunity to set and achieve goals.

McClelland firmly believed that achievement-motivated people are generally the ones who make things happen and get results and that extends to getting results through the organization of other people and resources. Basically, item vi and vii are disposed to the present study in that youths of Enugu State who are achievement-motivated will constantly seek on how to improve the things they do. The implication here is that doing things better will naturally open up new ways and job opportunities which will absorb the unemployed.

Empirical Review

Prior studies on entrepreneurial development among scholars presented varied perspectives and findings.

Taiwo (2014) carried out an empirical research on impact of entrepreneurship development on job creation in Nigeria. He found out that in any growing economy, entrepreneurship development always give birth to job creation which will force people to do something that will better their lives and the country at large. He evaluated the relationship between job creation and entrepreneurship development in Nigeria. It was clear from his observation that job creation or employment opportunity in an economy can be traceable to entrepreneurship training and development.

Anyadike, Emeh and Ukah (2012), they took a study on Nigeria's growing unemployment situation and how it increasingly dwindles the potentials of the country, especially following official figures from the Bureau of statistics that puts the figure at about 40 million Nigerian youths captured in World Bank statistics in 2009 are unemployed. Having utilized the secondary source data, the paper remained extensively on current articles from ardent

scholars on entrepreneurship development and government statistical documentations. The authors concluded that government should make entrepreneurship sellable to the people by inculcating it into the educational curriculum at every state of the educational sector and also utilize a re-modelled NYSC scheme educate the youths more on the importance, essences and need for entrepreneurship development.

Eme (2014) carried out research on unemployment rate in Nigeria: Agenda for Government. He found out that statistically speaking in the last couple of years, Nigeria's economy is one of the fastest-growing in the world while its people are the most impoverished in real terms. Nigeria in recent past experienced an event where millions of people scampered for about 4500 job vacancies advertised by the Nigeria Immigration Service leading to the death of about eighteen of them in an unwarranted stampede betray the idiosyncrasy of the Nation's nominal growth without corresponding development. With global unemployment projected to reach over 215 million by 2018, experts fear that Africa, particularly Nigeria's share of the global scourge might increase disproportionately, with attendant unsavoury consequences unless the country immediately adopts pro-active and holistic approach to halt the rising youth unemployment.

Akanwa and Akpanabia (2012) examined the need for promoting employment in Nigeria through the development of entrepreneurship. The work relies mostly on secondary data from scholars/ authors in the field. They concluded that, government and its agencies should deliberately encourage entrepreneurial culture and skill in Nigeria in order to attack and eventually reduce the high level of unemployment situation in the country so that the nation will boost its economic development.

Salami (2013), carried out a research on youth unemployment in Nigeria: A time for creative and innovative intervention. He said that unemployment in Nigeria is a time bomb waiting to explode if effective interventions are not put in place to mitigate the unsavoury impact of high youth unemployment. His work establishes a link between entrepreneurship and youth unemployment if adequate attentions are focused on the creation of enabling socio-economic and political environment that can galvanize a culture where the youths think job creation away from the mindset of job seekers.

Bandal (2010), carried out empirical study on leveraging the relationship between entrepreneurship and job creation. He found out that individual talent, attitude, skills and knowledge along with several contextual variables such as social capital, access to credit, role of government technology and infrastructure, access to information and access to markets work together to drive entrepreneurial activity.

Nwachukwu and Ogbo (2012) carried out empirical research on the role of entrepreneurship in economic development: The Nigerian perspective. The aim of the paper is to develop and analyse the contributions of entrepreneurship in the economic development through SME development in Nigeria. A total of 1000 SMES were randomly selected from a cross section of a population of all SMES spread around some states of Nigeria. The hypotheses of this research which were tested at 0.05 level of significance using chi-square statistics hinged on

identifying the greatest problem which SMES face in Nigeria. The researcher found out that SMES have played and continue to play significant roles in the growth, development and industrialization of many economies the world over. They concluded that promoters of SMES should thus ensure the availability or possessions of managerial capacity and acumen before pursuing financial resources for the development of the respective enterprise.

Baba (2013) carried out research work on the challenges of Entrepreneurship development in Nigeria and way forward. He is of the view that in this era of shrinking economic activities, government should endeavour to provide the necessary infrastructures required for skills acquisition among its citizenry because without technological skills, entrepreneurial spirit which drives economic development through job creation will be lacking. He concluded that entrepreneurship is essential for rapid and sustained economic growth but there is urgent need to change the mind-set of the average Nigerian especially the youths towards embracing self-employment and de-emphasize the search for white collar jobs that are non-existent.

Okoye, Iloanya and Uduze (2014) carried out research on the extent to which entrepreneurship in Nigeria has helped to reduce youth unemployment. The study revealed that government policies and initiative has affected the “transformation question”. This is due to the increase of corruption, inadequate and maladministration. They concludes that entrepreneurship country is an engine for job creation, innovation and diversity and that Nigeria’s entrepreneurs have a long way to go before they can effectively drive changes in the economy. They recommend that government should genuinely recognize the essence of entrepreneurship to economic development by providing the enabling environment for the youth to be gainful employed for economic development.

Ebiringa (2012) examined entrepreneurship development and growth of enterprises in Nigeria he found out that several policy interventions in Nigeria that were aimed at stimulating entrepreneurship development via small and medium scale enterprises have failed. Instead of building in-country entrepreneurial capacity, entrepreneurs have become distribution agents of imported products. He recommends that government and the organized private sector should increase their support for entrepreneurial training programs as part of the tertiary education system.

Asad, Ali and Islam (2014) examined the need to reduce unemployment through entrepreneurship in Pakistan. The regression results indicate that 91 percent variations in entrepreneurship development have been explained by the explanatory variations in variables. The unemployment rate has been found to be negatively related to entrepreneurial development. High rate of unemployment has been associated with low level of entrepreneurial development in economy of Pakistan.

Snapps and Hamilton (2012) examined the incidence of youth restiveness in the Niger Delta and how restiveness has affected industrial productivity. They found out that the high rate of unemployment, environmental degradation, dislocation of the traditional economy and unfair revenue allocation are some of the factors that have given rise to youth restiveness in the Niger Delta and the country as a whole. They recommended that government should pay

special attention to the developmental needs of the Niger Delta through job creation, entrepreneurial development and the enactment of environmentally friendly policies that will preserve its fragile ecology.

METHODOLOGY

The purpose of this study is to investigate the impact of entrepreneurship development on unemployment reduction in Nigeria. The study adopted two research designs due to the nature of issues under investigation and of answering research question and testing hypothesis. The first design is exploratory research design which helps in identifying problems, generate hypotheses and gain insight into the subject. The other is descriptive research design which helps in obtaining first hand data from the respondents so as to formulate rational and sound conclusions and recommendations. The target population for this study comprises of all the unemployed youth from five selected Local Government Council (Oyi, Idemili North and South, Onitsha North and South) whose age group falls between 18years to 40years. The population size is infinite. Convenience sampling technique was employed and 30 youths were sampled from each of the five selected local government. A total of one hundred and fifty (150) youths were sampled from the selected local government council understudy. Data were collected through primary and secondary

However, content validity was used to adequately measure coverage of the research topic and reliability of instrument. The data taken from the respondents was properly checked and inputted into the Statistical Package Social Science (SPSS) software which was used to analysis the responses from the collected data. Pearson correlation (r) was used for test and analysis of data shown in Hypotheses 1, 2 and 3 while ANOVA was used to test hypothesis 4. Statistical Package for Social Sciences (SPSS) version 20 was used to analyse the data.

ANALYSIS OF DATA AND DISCUSSION OF FINDINGS

A total of one hundred and fifty (150) copies of questionnaire were distributed both manually and via emails out of which one hundred forty four (144) copies were returned. Out of the copies of questionnaire returned, one hundred and thirty five (135) copies were found to be useful representing response rate of ninety percent (90%). Pearson correlation and Anova were used for the hypotheses testing. The results of the hypotheses test were interpreted accordingly;

H0 1: There is no relationship between entrepreneurship training and unemployment reduction in Nigeria.

Table 1: Evaluation of relationship between entrepreneurship training and unemployment reduction in Nigeria.

		Correlations	
		entrepreneurship training	unemployment reduction
entrepreneurship training	Pearson Correlation	1	,135**
	Sig. (2-tailed)		,007
	N	135	335
unemployment reduction	Pearson Correlation	,389**	1
	Sig. (2-tailed)	,007	
	N	135	135

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

Source: SPSS Version 20, 2016

From the study conducted, the absolute value of the Pearson correlation indicates the strength with the absolute value showing the weakness or stronger relationship or strength of the variables. However, the absolute value of the correlation is .389 with a significant value of .007 indicates that the two variables are significantly related. Therefore, there is relationship between entrepreneurship training and unemployment reduction in Nigeria.

H0 2: There is no relationship between entrepreneurship traits and unemployment reduction in Nigeria.

Table 2: Evaluation of relationship between entrepreneurship traits and unemployment reduction in Nigeria.

		Correlations	
		entrepreneurship traits	unemployment reduction
entrepreneurship traits	Pearson Correlation	1	,560**
	Sig. (2-tailed)		,003
	N	135	135
unemployment reduction	Pearson Correlation	,560**	1
	Sig. (2-tailed)	,003	
	N	135	135

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

Source: SPSS Version 20, 2016

Here, the absolute value of the correlation co-efficient indicates there is a relationship with the Pearson correlation value at .560 and its significant value at .003. In this case, there is significant relationship between entrepreneurship traits and unemployment reduction in Nigeria.

Table 3: Evaluation of the relationship between entrepreneurship empowerment and unemployment reduction in Nigeria

H₀₃: There is no relationship between entrepreneurship empowerment and unemployment reduction in Nigeria.

Correlations

		Entrepreneurship empowerment	unemployment reduction
Entrepreneurship empowerment	Pearson Correlation	1	,585**
	Sig. (2-tailed)		,000
	N	135	135
unemployment reduction	Pearson Correlation	,585**	1
	Sig. (2-tailed)	,000	
	N	135	135

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

Source: SPSS Version 20, 2016

The study conducted revealed that Pearson correlation test shows a strong relationship of .585 with a significant value of .000 indicating that the two variables are significantly related. Therefore, there is a relationship between entrepreneurship empowerment and unemployment reduction in Nigeria.

H₀₄: There is no entrepreneurship challenge affecting unemployment reduction in Nigeria.

ANOVA

Entrepreneurship education has the prospect of enhancing job creation in society with rising unemployment

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	293.995	4	73.499	441.653	.000
Within Groups	41.438	130	.166		
Total	335.433	134			

Source: SPSS Version 20, 2016

The test table reveal that small significance value (F. sig<.05) indicate group differences. Since the F- value of 441.653 which has a significance of .000 is less than .05 (i.e .000<.05), there exist no group difference among the variables. Therefore, there are entrepreneurship challenges affecting unemployment reduction in Nigeria.

DISCUSSION OF FINDINGS

The study discovered that there is significant relationship between entrepreneurship training and unemployment reduction in selected Local Government Areas of Anambra State. This corroborates with the view of Baba (2013), Okoye, Iloanya & Udunze (2014), Ebiringa (2012), Asad, Ali & Islam (2014), Snapps & Hamilton (2012) and Dandago & Muhammad, (2014) that training has positive co-efficient with employment generation or otherwise, unemployment reduction, implying that training has the potentials of increasing the propensity for entrepreneurship other things being equal. To further buttress this, when the youths are not adequately empowered by means of training either formal or informal, they cannot be creative or innovative in nature. Salam (2013) supports the view of Baba (2013) stating that unemployment in Nigeria is a time bomb waiting to explode if effective interventions are not put in place to mitigate the unsavoury impact of high youth unemployment. He was of the view that adequate attentions should be focused on the creation of enabling socio-economic and political environment that can galvanize a culture where the youths think job creation away from the mind-set of job seekers and this could only be gotten through imbibing the entrepreneurial spirit which is anchored on training.

The study also revealed that there is a significant relationship between entrepreneurship traits and unemployment reduction in Nigeria, this is so because, entrepreneurship traits are often possessed by some individuals. This corroborates with the view management school of thought that “some managers are born, while others are made”. So youths with entrepreneurship traits are likely to be identifiers of opportunity rather than unemployed.

The study in objective three examines the relationship between entrepreneurship empowerment and unemployment reduction in Nigeria. The test statistics shows that there is a significant relationship between entrepreneurship empowerment and unemployment reduction in Nigeria. This is so because government at all levels have come up with different man-power empowerment programme like provision of funds, credit facilities, training, tax reductions etc.

The study in objective four tries to examine whether there are entrepreneurship challenges facing unemployment reduction in Nigeria, but from the analysis in the ANOVA table shows that there are numerous challenges facing unemployment reduction in Nigeria. This could be seen as Nigeria, Africa's most populous country, has experienced severe economic hardships. As a result of this ugly situation, poverty has been running unchecked, job opportunities have vanished, and Nigeria's prosperity has dwindled considerably. Many entrepreneurs have the initiative to start new ventures, but lack the skills, tools, and support to succeed, corruption, economic instability, and a lack of infrastructure and management capacity have also combined to stifle entrepreneurs' efforts in reducing unemployment in Nigeria.

CONCLUSION AND RECOMMENDATIONS

The challenges of fighting the rising state of unemployment in Nigeria are the major task of policy makers and economic managers alike. The consequences of growing unemployment rates are such damning that no economy can afford to despise. Such implications are glaring in the economy of Nigeria where many negative developments are traceable to the non-availability of jobs for the teeming population of energetic youths. Therefore, the need to aptly address this ugly development becomes paramount. While the government takes the leading role in the task of employment generation by providing the necessary enabling environment for economic activities, it is necessary to note that the battle against unemployment in Nigeria is like war that is too important to be left for the Generals alone. Therefore, the only strategy in salvaging this ugly situation is through incorporation of entrepreneurship in the development of youths. This strategy could come in form of training of the youths, developing of entrepreneur traits, among others.

In line with the findings of the study the following recommendations are made:

- ❖ Government should genuinely recognize the essence of entrepreneurship training, job creation and innovation to unemployment reduction by providing the enabling environment for the youths to be gainful empowered.
- ❖ The scope of the training programme should be extended to include technical skills, managerial skills and business skills.
- ❖ Unemployed youths in Anambra State should be strengthened to embrace entrepreneurship devoid the imitation and vocational inclinations.
- ❖ Adequate financial, physical and human resources should be provided by various stakeholders not only for potential but also for existing entrepreneurs.
- ❖ Government should strive to reduce the cost of doing business in Nigeria, to the benefit of both entrepreneurial firms and other small businesses.
- ❖ Government must also exigently attend to the nagging issue of infrastructural deficits in the country especially that of power supply. The national economy need a strategic diversification from oil and gas to agriculture, aviation, tourism, manufacturing and these should become the real engine of growth of the economy.

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