

HUMAN CAPITAL DEVELOPMENT: A WAY FORWARD FOR ENTREPRENEURIAL GROWTH IN EBONYI STATE

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ABSTRACT: *Human capital development is a process of increasing knowledge, skills, talents and competencies in vocational and technical education for increase in productivity and stimulating resourcefulness of trainees. Home economics and Social Studies must necessarily contribute to developing of human capital in the 21st century to enable families and individuals cope with the ever emerging problems and challenges. The study focused on human capital development: a panacea for entrepreneurial growth in Ebonyi State. Specifically, the study sought to ascertain the managerial skills required for entrepreneurial growth in Ebonyi State, entrepreneurial qualities required for entrepreneurial growth, ascertain how entrepreneurial growth can enhance socio-economic development of Ebonyi State. Three research questions and one hypothesis were formulated to guide the study. The area of the study is Ebonyi State. Population of the study was 220 registered entrepreneurs in Ebonyi State. There was no sampling because the population was manageable. Descriptive survey design was used for the study. Structured questionnaire was used to collect data. Data were analyzed using mean and frequency. Chi-square was used to test the hypothesis. Findings of the study showed that managers need communication, conceptual, technical skills for entrepreneurial growth. Also, discipline, creativity, and ability to motivate employees, were the entrepreneurial qualities required for entrepreneurial growth. Movement of capital goods; increase in education; creating of new jobs can enhance socio-economic development of Ebonyi State. Based on the findings, the following recommendations were made; there should be increased collaboration and cooperation between public and private sectors, among others.*

KEYWORDS: Human Capital, Skills, Development, Entrepreneurial, Growth

INTRODUCTION

In recent times, human capital development has been the focus of concern towards the development of Ebonyi State. This is for the fact that the growth of tangible capital stock of any state especially developing states like Ebonyi State depends to a considerable degree on

human capital development (Gyang, 2011). Any nation or state that fails to take proper care of its human capital should equally say goodbye to having entrepreneurs and entrepreneurship (Obisi and Anyim, 2012).

LITERATURE/THEORETICAL UNDERPINNING

Human capital theory revealed that education leads to increase in productivity and efficiency of teachers by increasing the level of their cognitive skills. This theory also focused on how education transforms an individual's values, belief and behaviour.

Human capital according to Obisi and Anyim (2012) are the talents, skills, competencies and other advantages which people possess, which can be put to better use to give organizations and nations more and more benefits. According to Law and Smullen (2008) human capital are the skills, general or specific, acquired by an individual in the cause of vocational and technical education training and the industrial work place after training. Ayandele (2010) noted that human capital is the productive capital of the people in an enterprise or a nation as economic agents. Therefore, human capitals are those talents, skills, and knowledge which are inherent or acquired by individuals that encourage socio-economic growth when harnessed.

Certain skills are required by management to accomplish its challenges. Thus, essential skills which every manager required for doing a better management are called managerial skills (Akrani, 2011). The managerial skills according to Akrani (2011) include: conceptual skills, which is the ability to visualize the organization as a whole; human relation skill: an ability to work with people; and technical skill: the ability to perform a given job. Every manager needs these skills to ensure that his or her company is working adequately. Hence, it is crystal clear from the above stated definitions and explanations from different scholars that human capital development is paramount for entrepreneurial growth of any State.

Furthermore, it is when a state takes proper care of its human capital that it can develop and metamorphose into entrepreneur so that entrepreneurship would manifest, grow and flourish and the state would in turn develop economically (Obisi and Anyim, 2012). Human capital development is something that must exist or happen for state development to take place.

Enyekit, Amaehule, and Teerah (2011), stated that human capital development is a process of increasing human knowledge, enhancing skills in vocational and technical education for increase in productivity and stimulate resourcefulness of trainees. To them, human capital development teaches people how to utilize the power of diverse thinking styles (analytical and intuitive) so that they achieve holistic best practical solution. Human capital development is about supporting combined with investing in human capital, coaching, training, internship and human capital management. Engekit, Amaehule, and Teerah (2011) also maintained that human capital development presupposes investments, activities and processes that produce vocational and technical education knowledge, skills, health or values that are embodied in people. This implies that building inappropriate balance and critical mass of human resource base and providing an enabling environment for all individuals to be fully engaged and contribute to goals of an organization or a state. Without a well-nurtured, harnessed and developed human capital, entrepreneurship abilities and successes would not develop and

grow, and Ebonyi State would continue to lag behind in economic growth (Obisi and Anyim, 2012).

In view of the above assertion, Omolayo (2006) stated that entrepreneurship is the act of starting a company, arranging business deals and taking risks in order to make profit through the educational skill and knowledge acquired. To him, entrepreneurship can be described as the process of bringing together creative and innovative ideas and coupling these with management and organizational skills in order to combine people, money and resources to meet and create wealth. Jonathan (2010) opined that entrepreneurship is the capacity and willingness to develop, organize and manage a business venture along with any of its risks in order to make a profit.

Operationally, entrepreneurship is the willingness and ability of an individual or individuals to acquire educational skills to explore and exploit investment opportunities, establish and manage a successful business enterprise. Also the qualities of entrepreneurs could bring a new venture depend on the resources built up through education and experience. Thus, Teece (2011) agreed that there are strong links between effective entrepreneurship and human capital development. This is seen in the light that entrepreneurs were not born but were made through skills, education and experiences acquired.

Furthermore, Adams (2010) opines that an entrepreneur must possess entrepreneurial qualities which include the psychological and mental ability to bear risks and deal with failures, self- confidence, initiative and personal responsibility. In other words successful business people have many qualities in common with one another. This may include: discipline, confidence, open minded, self-starter, competitive, creativity, among others. This implies that entrepreneurship growth and successes would help lift Ebonyi State from the bottom ladder of development which she has found herself. It is clear that low human capital development in addition to unconducive business environment and political challenges constitute the problems confronting the Nigeria economy (Ajibola, 2012). He maintained that the problem facing human capital can be traced to unaffordable cost of education to an average family, the replacement of human capital with technological equipment, lack of effective vocational training/IT centres and research institutes and low quality of education, inadequate and mismanagement of research funds, among others.

Consequently, it appears that entrepreneurship would never grow unless there is a deliberate effort on the part of Ebonyi State to develop and reinvigorate her human capital through education, training, cultural dynamism, commitment, social interaction, leadership, attitudinal training, and orientation (Obisi and Anyim, 2012). This is to say that entrepreneurship and entrepreneurs can thrive only when the human capital is harnessed; nurtured and developed.

In line with the above, Ajibola (2012) stated that most people work in smaller enterprises; hence growth objectives are based on human capital development must extend even to single person enterprises. Collective productivity improvement through human capital development among small business has an unimaginably large and undervalued pay-off. Therefore, maximizing what one may call gross domestic of the work force driven at the level of the individual enterprises is the primary source of growth, productivity, wealth creation and social instability; hence the need for human capital development in Ebonyi State.

Statement of the problem

Workers in Ebonyi State seem to lack the required skills, education, proper training, qualities and other competences that are needed for performing their duties effectively in their various duty posts; these have made both the public and private sectors to lay off workers from their respective establishments thereby increasing suffering, hardship and poverty.

If this problem is not checked and addressed, there will be constant increase in poverty level and unemployment rate will increase in the state. This may result in youths being wasted as they continue to search for white collar jobs which are not in existence instead of being self-reliant and employers of labour. The effects of poverty and unemployment in Ebonyi State could be seen in the light of increase in political and social crises, civil unrest and crime of various kinds like kidnapping, rape, arm robbery, child abuse, Boko Haram among others.

Consequently, workers seem to lack motivation and sponsorship to attain conferences, seminars, workshops and short courses within and outside the country which will enable them to be equipped and competent in contributing to the development of the state. This study is set to find out solutions to these numerous endemic and pandemic phenomena militating against human capital development and entrepreneurial growth in Ebonyi State.

Purpose of the Study

The main purpose of this study was to identify human capital development: a way forward for entrepreneurial growth in Ebonyi State. Specifically, the study sought to;

1. Identify the managerial skills required for entrepreneurial growth in Ebonyi State.
2. Identify the entrepreneurial qualities required for entrepreneurial growth in Ebonyi State.
3. Ascertain how entrepreneurial development can enhance socio-economic growth of Ebonyi State.

Significance of the Study

The findings of this study will be of great importance to the students of Home Economics, lecturers, civil servants, entrepreneurs, business owners, prospective investors and other interested users of information and findings of this nature.

The findings of this study will stimulate the interest in human capital development and entrepreneurial growth. This will serve as a means of motivating and redirecting students' mindset from the huddles of searching for non-existing white collar jobs, to be self-reliant, job creators and employers of labour.

To the lecturers, the study has the potentials of contributing immensely to the existing body of literature on this subject matter. In same vein, this study will enrich the knowledge of the lecturers on the need and importance of teaching human capital development and entrepreneurship education.

This finding would widen the knowledge of entrepreneurs and prospective investors with the required skill to be successfully operational in the area of business and right attitude towards entrepreneurial growth.

This finding would suggest the way through which well-developed human capital can be achieved to the political leaders and other top management officers in Ebonyi State. Hence, it will strategize practically means of ensuring entrepreneurial growth which will drastically reduce unemployment.

This would help graduates to be self reliant instead of relying on government for white collar job as against the former curriculum that was built to make her graduates bookish and elitists.

Scope of Study

This research focused on human capital development: a way forward for entrepreneurial growth in Ebonyi State. The study also focused on the required managerial skills for entrepreneurial growth in Ebonyi State, the entrepreneurial qualities required for entrepreneurship growth in Ebonyi State, how entrepreneurial growth can enhance socio-economic development in Ebonyi State. This study is delimited to registered entrepreneurs in Ebonyi state.

Research Questions

The following research questions guided the study;

1. What are the managerial skills required for entrepreneurial growth in Ebonyi State?
2. What are the entrepreneurial qualities required for entrepreneurship growth in Ebonyi State?
3. How can entrepreneurship development enhance socio-economic growth of Ebonyi State?

Hypothesis

1. Ho1 There is no significant relationship in the mean opinions of male and female entrepreneurs on managerial skills required for entrepreneurial growth in Ebonyi State.

METHODOLOGY

Research Design; The design of the study that was adopted by the researcher was descriptive survey research design. Descriptive survey design employs the study of smaller population and sample by selecting and assessing the outcome of the sample chosen from the large population using questionnaire and personal interview (Abonyi, Okereke, Omebe, and Anugwo, 2006). Descriptive survey research design was used because the research involves large and extensive population, thus it uses smaller group to represent a large group.

Area of the Study; The study was carried out in Ebonyi State of Nigeria, using all the registered entrepreneurs in Ebonyi State. Ebonyi State is bounded in the North by Benue State, in the South by Abia State, in the east by Cross River State and in the west by Enugu State. The major occupation is farming and the major food crops produced in Ebonyi State include Cassava, yam, and rice. The major livestock in the area are Sheep, Goats, Cows, and

Poultry. The researchers chose to study this area because they are conversant with the area and the language of the people.

Population and sample of the Study

The population of the study was two hundred and twenty (220) registered entrepreneurs which comprised all the registered entrepreneurs in Ebonyi State. This information was obtained from Ebonyi State Ministry of Commerce and Industry (ESMOCI) (2014). There was no sampling because of the small size of the population. The entire population was used for the study

Instrument for Data Collection

The instrument for data collection was structured questionnaire. The instrument consists of thirty (30) items used to collect information from the respondents. The questionnaire had two parts A and B. Part “A” consisted of personal data of the respondents while part “B” consisted of the item statements based on the research questions. A five point scale was used to obtain information from the respondents.

Validation of the Instrument

The instrument was validated by three experts. One experts from the Department of Home Economics, one expert from the Measurement and Evaluation and one from Department of Acts and Social Science Education all in Ebonyi State University, Abakaliki. The experts vetted the items and modified some of the items to suit what they are designed to asses. Each of these experts went through it and made corrections which were effected in the final correction.

Method of Data Collection

The researcher administered the questionnaires to the respondents in their respective offices with his two research assistants. The researcher and his assistants explained the information to the respondents. Sufficient time was given to the respondents to enable them fill the questionnaire appropriately. All the questionnaire were correctly filled and returned indicating 100% return.

Method of Data Analysis

The Research questions were answered on individual item basis using mean and frequency while t-test was used to test the hypotheses. Items that scored 3.0 and above were accepted while items that scored less than 3.0 were rejected as decision rule.

RESULTS

Research Question 1: what are the managerial skills required for entrepreneurial growth in Ebonyi State?

Table 1: mean responses of male entrepreneurs on the managerial skills required for entrepreneurship growth.

S/N	Item statements	SA	A	U	D	SD	N	FX	\bar{X}	Remarks
1.	Managers require technical skills for entrepreneurial growth.	67	42	2	3	6	120	521	4.34	Accepted
s2.	Managers require conceptual skills for entrepreneurial growth.	31	60	5	13	11	120	447	3.73	Accepted
3.	Managers need interpersonal skills for entrepreneurial growth.	52	34	14	10	10	120	468	3.90	Accepted
4.	Managers need communication skills for entrepreneurial growth.	42	29	16	19	14	120	426	3.55	Accepted
5.	Administrative skills are needed for entrepreneurial growth.	20	13	9	45	33	120	302	2.52	Rejected
6.	Managers require leadership skills for entrepreneurial growth.	44	40	15	11	10	120	457	3.81	Accepted
7.	Managers require problem solving skills for entrepreneurial growth.	27	21	13	20	39	120	337	2.81	Rejected
8.	Managers require decision making skills for entrepreneurial growth.	13	18	12	40	37	120	290	2.42	Rejected
9.	Managers require planning and implementation skills for entrepreneurial growth.	47	40	16	12	5	120	472	3.93	Accepted
10.	Managers require statistical skills for entrepreneurial growth.	62	39	8	7	4	120	508	4.23	Accepted

The analysis in table one (1) above, showed that seven (7) items out of the ten (10) items were accepted as the managerial skills required for entrepreneurial growth in Ebonyi State by the male respondents. Each of the items scored mean between 3.19 and 4.34 which is above the cut-off point (3.0). Also, items 5, 7, and 8 were rejected by the respondents as the managerial skills required for entrepreneurial growth in Ebonyi State. The items scored mean between 2.42 and 2.64.

Research Question 2: what are the entrepreneurial qualities required for entrepreneurial growth in Ebonyi State?

Table 2: shows the mean responses of male entrepreneurs on entrepreneurial qualities required for entrepreneurial growth.

S/N	Item statements	SA	A	U	D	SD	N	FX	\bar{X}	Remarks
11.	An entrepreneur must be disciplined.	70	28	5	10	7	120	504	4.20	Accepted
12.	An entrepreneur must be willing and ready to learn.	54	47	6	9	4	120	498	4.15	Accepted
13.	An entrepreneur should be creative.	34	52	11	13	10	120	447	3.73	Accepted
14.	An entrepreneur should be able to bear risk.	35	30	16	21	18	120	453	3.78	Accepted
15.	An entrepreneur is determined in whatever he is doing.	12	17	6	48	37	120	2.79	2.33	Rejected
16.	An entrepreneur must be confidence that he will succeed in all his endeavours.		34	38	24	1	59	120	4.33	3.61
17.	Accepted An entrepreneur must be hard									
18.	working. Rejected			10	11	13	45	41	120	2.64 2.20
19.	An entrepreneur must have strong passion for business. Accepted			49	34	15	14	8	120	462 3.85
20.	An entrepreneur must have strong communication skills to sell the product and motivate employees. Accepted			35	32	7	24	22	120	394 3.28
	An entrepreneur must be willing to adapt to any situation. Rejected				12	13	7	39	49	120 2.60 2.17

Table 3 shows the responses of the male respondents on entrepreneurial qualities required for entrepreneurial growth in Ebonyi State. Seven (7) items were accepted by the respondents as entrepreneurial qualities required for entrepreneurial growth; the mean ranges from 3.16 to 4.54 which is above the cut-off point (3.0). Thus, the respondents rejected items 15, 17 and 20 with mean scores between 2.42 and 2.86 respectively.

Research Question 3: how can entrepreneurship development enhance socio-economic development of Ebonyi State?

Table3: mean responses of male entrepreneurs on how entrepreneurship development can enhance socio-economic development of Ebonyi state.

S/N	Item statements Remarks	SA	A	U	D	SD	N	FX	X
21.	Entrepreneurship helps in the movement of capital goods.	51	39	10	8	12	120	469	3.91
22.	Accepted Increased education on entrepreneurial skills creates perfect opportunity to stimulate socio-economic development.	516	20	3544	120	263	2.19	Rejected	
23.	Good training in entrepreneurial skills enhances socio-economic development.	11	4	19	44	42	120	258	2.15
24.	Rejected Creating of new job through entrepreneurship enhances socio-economic development.	47	37	12	13	11	120	456	3.80
25.	Accepted Entrepreneurship education produces the desired socio-economic development.	14	15	14	40	37	120	298	2.41
26.	Rejected Entrepreneurship education helps in the appropriate allocation of resources needed for socio-economic development.	60	30	12	10	8	120	484	4.03
27.	Accepted Entrepreneurship development helps to create new business opportunities for socio-economic development.	18	11	30	27	34	120	312	2.60
28.	Rejected Knowledge of entrepreneurship enhances value creation required for socio-economic development.	50	31	9	12	18	120	443	3.69
29.	Accepted Entrepreneurship education produces desired skills needed to reduce poverty.	40	32	28	10	10	120	442	3.60
30.	Accepted Entrepreneurship development helps to reduce government expenditure on importation of foreign products.	44	40	4	17	15	120	4.41	3.67
	Accepted								

From table 5 above, six (6) items were accepted by the male respondents out of the ten (10) item that were listed as how entrepreneurship development can enhance socio-economic development of Ebonyi State. The items include item; 21, 24, 26, 28, 29, and 30. Each of the items scored mean between 3.41 and 4.17. Thus, the respondents rejected four (4) items that scored mean between 2.15 to 2.60.

Test of Hypothesis

Research Hypothesis 1: H_0 : there is no significant relationship in the mean opinions of male and female entrepreneurs on human capital development and managerial skills required for entrepreneurial growth in Ebonyi State.

Table 4: Two Ways Chi-Square Contingency Table

Items	SA	A	U	D	SD	TOTAL
Male	405 (415.3)	336 (328.3)	118 (102.3)	180 (193.1)	169 (169.0)	1208
Female	354 (343.8)	264 (271.7)	69 (84.7)	173 (159.9)	140 (139.9)	1,000
TOTAL	759	600	187	353	309	2208

Where SA = Strongly Agreed

A = Agreed

U = Undecided

D = Disagreed

SD = Strongly Disagreed.

All the bracket items are expected frequencies. To get it, we multiplied row total with column total and divided by ground total i.e.

$(R_t \times C_t)$

G_t

Where R_t = Row total

C_t = Column total

G_t = Ground total

The formula for Chi-Square is given as;

$$X^2 = \frac{(O - E)^2}{E}$$

E

Where X^2 = Chi Square

O = Observed frequency

E = Expected

The degree of freedom = $(R - 1)(C - 1)$, where R and C represent the number of row and column respectively, which is $(2 - 1)(5 - 1) = 4$. At 0.05 level of significance.

$$\frac{(405 - 415.3)^2}{415.3} + \frac{(336 - 328.3)^2}{328.3} + \frac{(118 - 102.3)^2}{102.3} + \frac{(180 - 193.1)^2}{193.1} + \frac{(169 - 169.0)^2}{169.0} +$$

$$\frac{(354 - 343.8)^2}{343.8} + \frac{(264 - 217.7)^2}{217.7} + \frac{(69 - 84.7)^2}{84.7} + \frac{(173 - 159.9)^2}{159.9} + \frac{(140 - 139.9)^2}{139.9}$$

$$= 0.26 + 0.18 + 2.41 + 0.89 + 0 + 0.30 + 9.85 + 2.91 + 1.07 + 0.71 = 18.58.$$

Decision Rule: reject H_0 : if X^2 calculated value is greater than X^2 critical value, and accept the H_1 if otherwise.

From the result, our X^2 calculated value = 18.58

X^2 critical value = 9.49

Conclusion: since X^2 calculated value = 18.58 > X^2 critical value = 9.49, we reject H_0 and accept H_1 and therefore conclude that there is significant relationship in the mean opinions of male and female entrepreneurs on human capital development and managerial skills required for entrepreneurial growth in Ebonyi State.

Major Findings of the Study

The following findings emerged from the study.

The following are managerial skills required for entrepreneurial growth in Ebonyi State:

1. Technical skills
2. Conceptual skills
3. Interpersonal skills
4. Communication skills
5. Leadership skills
6. Statistical skills
7. Planning and implementation skills.

The following are entrepreneurial qualities required for entrepreneurial growth.

1. Discipline
2. Willing and ready to learn
3. Confidence
4. Determination

5. Creativity
6. Strong passion for business
7. Strong communication skill to sell the products and motivate employees
8. Willing to adapt to any situation

The findings indicate that entrepreneurship development can enhance socio-economic development of Ebonyi State through:

1. Movement of capital goods and conversion of raw materials into finish products.
2. Increase in education
3. Creation of new jobs.
4. Appropriate allocation of resources.
5. Reduction of government expenditure on importation of foreign products.
6. Value creation

DISCUSSIONS OF THE FINDINGS

Managerial skills are required greatly by entrepreneurs if the business must grow. Such skills are conceptual skills, technical skills, communication skills, interpersonal skills, leadership skills, problem solving skills, statistical skills, planning and implementation skills are the managerial skills required for entrepreneurial growth in Ebonyi State. This is in line with Akrani (2011), who stated that management is a challenging job and requires certain skills to accomplish such a challenge. Thus, essential skills which every manager need for doing a better management are called managerial skills. Katz (2012), outlined the three main types of managerial skills to include technical skills, interpersonal skills, and conceptual skills. He noted that all managers require the above three managerial skills. However, the degree of these skills required varies from levels of management and from an organization to organization.

Entrepreneurial qualities required for entrepreneurial growth include; discipline, willing and ready to learn, strong passion for business, creativity, confidence, strong communication skills, and willing to adapt to any situation. In line with this, Onu, (2009) stated that the main quality an entrepreneur must possess is the burning desire to start the dream business. Thus, other qualities according to them include; clear vision, determination, ambition, self-confidence, realistic, good health and problem-solver among others. Also, Akalp (2013), noted that an entrepreneur is willing to bear risk in his business.

Moreover, the study showed that entrepreneurship development can enhance socio-economic development of Ebonyi State through; creation of new jobs, movement of foreign goods and conversion of raw materials into finish products, appropriate allocation of resources, value creation, and reduction of government expenditure on importation of foreign goods. Hence, in support of the above statement, Theresa (2006) noted that entrepreneurs are the central

figures in economic development. In a similar vein, Fashola (2006) maintained that economic growth briefly comes from an increase in the products and services offered.

To conclude this study that has critically discussed human capital development: a panacea for entrepreneurial growth in Ebonyi State; human capital are skills, talents, knowledge and other advantages inherent or acquired by individuals which can be put to better use to enhance peoples' standard of living and socio-economic development of the society. Thus, human capital developments are a deliberate effort or process of increasing human knowledge, enhancing skills, productivity and stimulate resourcefulness of individuals.

Entrepreneurship on the other hand is the process of combining creativity and innovation with management and organizational skills in order to combine people, money and resources to solve human problems and equally create wealth. In this study we rigorously examined the relationship between human capital development and managerial skills required for entrepreneurial growth which is based on data collected from registered entrepreneurs in Ebonyi State in 2013. The findings of the study revealed that youths and graduates who are willing and able to work cannot do so because they lack the basic skills, and qualities necessary for starting up a business. This situation makes the individuals to be frustrated since they cannot handle any family or societal responsibilities that mops at them every second. These unskilled young minds are vulnerable and can be used by unscrupulous elements in the society to pervert all sorts of crimes and mayhem, which they would out rightly abhor should they were productively engaged, a succour that entrepreneurship brings to both the individuals and the society at large.

Entrepreneurship can grow and be sustained only when human capital is properly harnessed, nurtured and developed. Without a well-developed human capital, entrepreneurship would remain a distant dream. The situation on ground shows neglect to education, lack of visionary leadership, little or no recognition for entrepreneurial growth. However, unless, appropriate steps are taken to tackle the problems highlighted in the study, entrepreneurship would not growth and Ebonyi State economy would remain in doldrums.

Nevertheless, it is understandable that human capital development are still open to a lot of initiatives, there is therefore, the need for synergy for both the public and private sectors for optimum results. There is also the need for the pursuit of sustainable capital development that can equip people with the skills and competencies that are required for employability, job creation as well as entrepreneurship development. It follows that individuals, enterprises, government and the society will have to invest in human capital development. Government must as a major stake-holders in the economy, create a conducive environment for business to thrive and for individuals to play the expected drivers in the emerging economic scenario.

CONCLUSION

Entrepreneurship can grow and be sustained only when human capital is properly harnessed, nurtured and developed. Without a well-developed human capital, entrepreneurship would remain a distant dream. The situation on ground shows neglect to education, lack of visionary leadership, little or no recognition for entrepreneurial growth. However, unless, appropriate steps are taken to tackle the problems highlighted in the study, entrepreneurship would not growth and Ebonyi State economy would remain in doldrums.

RECOMMENDATIONS

With respect to the findings made from the research, the following recommendations become necessary in order to achieve the stated objectives of the study which is entered on enhancing socio-economic advancement as well as the standard of living of the Ebonyi people especially the youths through a well-developed entrepreneurship.

- (1) There should be increased collaboration and cooperation between public and private sectors.
- (2) There should be exchange programmes between the academic and industries which will assist in fostering the spirit of togetherness among the planners, producers and the employers of labour.
- (3) Government should develop and improve the quality of education in order to produce skilful manpower that will fit into the labour market to raise the economy of the State.
- (4) There is the need to ensure the judicious use of the education tax and other similar funds.
- (5) Vocational training should be adequately catered for since it is obvious that not every person will have access to formal education.

Implications of the Study

This study has revealed that there are numerous problems encountered by entrepreneurs in Ebonyi State. These problems have bearing with poor encouragement, motivation, as well as poor patronization of indigenous products by Ebonyi people coupled with unconducive environment for business to thrive. This implies that the situation under discussion demands urgent attention of the government of the state to revamp the entrepreneurship unit. Otherwise, good number of entrepreneurs will leave their respective enterprises for greener pasture in other states which will in-turn increase unemployment, poverty, hardship and retardation of the socio-economic status of the entire state.

Therefore, the government of Ebonyi State as a matter of fact ought to make entrepreneurship development programmes its priority; and also attain to the yielding and requests of the entrepreneurs and the youths. Hence, the need for encouraging, motivating and supporting entrepreneurs and entrepreneurship initiatives through giving of grants, formulating and implementation of policies to foster business and creation of more markets become paramount.

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