

## INTERROGATING ENTREPRENEURSHIP DEVELOPMENT PROGRAMME AND GRADUATE UNEMPLOYMENT IN KOGI STATE

**Ubawuike, Ifeoma Jeraldine**

Department of Business Administration and Management,  
Federal Polytechnic Idah, Kogi State, Nigeria

### **Abstract**

*Entrepreneurship has played a significant role to the socio-economic development of both developed and developing economy. This is largely predominant in stimulating wealth creation and revenue generation through the informal sector. This research titled: "Interrogating Entrepreneurship Development Programme and Graduate Unemployment in Kogi State" is written to evaluate the extent to which entrepreneurship development programme has curbed graduate unemployment in Kogi State and to examine the relationship between entrepreneurship development and skill acquisition. The research elicits data from primary source while data were generated through the use of questionnaire. More so, the paper adopted frequency and percentage in data analysis while the use of Analysis of Variance (ANOVA) was used in testing hypotheses. The paper concludes that entrepreneurship development has reduced graduate unemployment in Kogi State, North – Central Nigeria. Thus, recommends that: government should encourage tertiary institution, vocational centres by providing them with adequate equipment for training programmes and there should be an institutional collaboration between the government and informal sector so that funding of entrepreneurship development programmes be improved while the decaying infrastructural facilities be revived to encourage entrepreneurship development programme as well as wealth creation.*

*Keywords: Entrepreneurship, Graduate, Unemployment, Kogi State.*

### **Introduction**

Entrepreneurship Development Programme (EDP) has been globally acclaimed to address graduate unemployment. Hence, efforts and strategies to boost employment and job creation for graduate entrepreneurship have increasingly been accepted as an important avenue as well as valuable technique to create job and improve livelihoods and economic independence of graduates in Kogi State. Regrettably, problems of unemployment as experienced by the educated youths and even the uneducated yet skilled graduates have become more pathetic in many less developed nations, inspite the neo-liberal approaches in addressing the issues of enhancing human capital. Employment is the life wire of any economy because without employment, human capital will be grossly undermined. The entrepreneurship development programme as a vital mechanism to youth and graduate unemployment is purposely designed for the Nigeria youths by informing them about business and opportunity to create their own businesses. The entrepreneurship development programme provides graduate with ideas to venture into entrepreneurship enterprise aimed to help the graduate consider the options of starting a small business or self-employment on their own.

Entrepreneurship Development is the first and foremost a mindset. It received legislative backing on the 7th of February 1946 when Nigeria Local Development Board (NLDB) was established to promote local craft and industries (Alam & Omar, 2011). To further strengthen the programme, another body known as National Directorate of Employment was created by the Nigerian government with the mandate of job creation, solving the problems of unemployment, training unemployed but able bodied youths and retired citizens for technical and vocational skills acquisition, entrepreneurship, rural empowerment promotion and labour based work.

In spite various research on this concept, there seems to be missing link in employment generation. This is the thrust of the study which is set at Interrogating Entrepreneurship Development Programme and Graduate Unemployment in Kogi State especially graduates thereby leading to increased unemployment in Kogi State .

### **Statement of the Problem**

No nation all over the world can provide employment opportunities for its citizens absolutely. Therefore, the informal sector contributes significantly to the socio-economic development of the nation. However, entrepreneurship development in Kogi State though has the potentials of creating employment opportunities for graduates, skilled, semi-skilled and unskilled teeming youths but exploration of these opportunities seems not to have gained the desired results. This research therefore, want to establish the link between graduate unemployment and entrepreneurship development as well as how the failure to aggressively harnessed human capital towards entrepreneurship development has led to the rising rate of graduate unemployment in Kogi State, North – Central Nigeria.

### **Statement of the Hypotheses**

- H<sub>1</sub>:** Entrepreneurship Development Programme has not curbed graduate unemployment in Kogi State.
- H<sub>2</sub>:** There is no relationship between skill acquisition and entrepreneurship development in Kogi State.
- H<sub>3</sub>:** Unemployment in Kogi State cannot be address through financial and non-financial support by the government.

### **Concept of Entrepreneurship Development**

Before the advent of colonial government in Nigeria, unemployment was a rare phenomenon because people were highly entrepreneurial and productively engaged. It is on record that the Yorubas and Hausas ethnic groups were great entrepreneurs in pre and post political independent Nigerians. The Igbo ethnic groups were also recognized internationally for their culture of entrepreneurship and enterprise development (Dele & Collins, 2009).

Nigeria like other developing economies of the world is faced with series of challenges and realities which include poverty, unemployment, conflict and diseases among others. These scenarios pose great constraints to the very existence of individuals in most developing countries thereby calling for training of enlightened citizens who will act promptly in the society. The National University Commission (NUC) (2004), reiterates that there is massive unemployment of the Nigerian University graduates in the country. This problem is traceable to the disequilibrium's between labour market requirements and lack of essential employable skills. Another dimension, however is that successive administrations in Nigeria introduced formal education which enable people to have the opportunity of being employed in the civil service after graduation consequently the system destroyed self-reliance, self-employment and entrepreneurial potentials, hence Nigerian become permanently relying on the colonial masters (Garba, 2014).

Therefore, this circumstances led to increase in unemployment rate and unending quest in the contemporary times for "already made job". It is on this note, that this study seeks for the advancement of entrepreneurship so as to sustain the economy of high level unemployment reduction in Kogi State. Gana (2011) sees entrepreneurship as the willingness and ability of an individual to seek out investment outfits in an area and be able to establish and float a business effectively based on the identified opportunities. More so, Teru (2015) defined entrepreneurship as the process of using private initiative to transform a business concept into a new venture or to grow and diversify an existing venture or enterprise with high growth potential, whereas ACS and Storey (2014) conclude that entrepreneurship is a perceptiveness to change while the entrepreneur is the one who always searches for change, respond to and exploits such an opportunity. Finally, Asoegwu (2010)

sees entrepreneurship as a task with struggle which entails efforts, risk and provide insight in the setting up of enterprise for self-reliant jobs.

### **Concept of Unemployment**

Every economy is characterized by both active and inactive populations (Teru, 2015). The active refers to populations willing and able to work and including those actively engaged in the services, while those who are unemployed are regarded as inactive. The concept of unemployment is perhaps ambiguous. It could be used in relation to any of the factors of production which is idle and not being utilized for production. However, with reference to labour, there is unemployment if it is not possible to find job for all citizens who are eligible, able and willing to work.

According to Nwankwo (2000), unemployment refers to a situation where people who are willing and capable of working are not able to find suitable paid employment. In other words, unemployment of labour occurs in economy if there are people who are capable of working, who are qualified by age, law, custom, and other factors to work but cannot find job. Hence the degree of unemployment varies from country to country. Unemployment is one of the macro-economic problems which every responsible government is expected to monitor and regulate. The higher the unemployment in the economy, the higher the poverty level and challenges (Changs, 2011).

According to International Labour Organization, unemployment occurs when people are without jobs and they have sought for work without any visible employment opportunity. Therefore, unemployment is the state of not being actively engaged or not having a job, however, unemployment does not include full-time students, the retired, and children. Unemployment is the result of several factors thus on the basis of which unemployment can be classified in different types as given below:

1. **Residual Unemployment:** This is an unemployment caused by personal factors such as old age, physical mental disability, and negative work ethic and in adequate training.
2. **Seasonal Unemployment:** This is an unemployment experienced as a result of seasonal variation in the activities of a particular industry which caused the inherent nature of such industries. Seasonal inclined endeavors are subjected to give rise to seasonal unemployment.
3. **Frictional Unemployment:** This is an unemployment occasioned by industrial friction in which duties may exist yet the employees may be unable to occupy them either because they do not have the required experience simply because they are not aware of the existence of such opportunities.
4. **Structural Unemployment:** This kind of unemployment occurs when there is change in the structure of industry or economic activities of a nation. This kind of unemployment is as a result of deficiency of capital resources in relation to their demand.
5. **Open Unemployment:** This is the kind of unemployment where there are categories of young men and women who are roaming the streets looking for job but there is job for them to do they refused to do the job(s) because of certain reasons best known to them.

### **Causes of Unemployment in Kogi State**

The causes of unemployment as noted by Changs (2011) are given thus:

1. **The Use of Capital Intensive Methods of Production:** The usage of capital intensive method of production has made most people not to be employed. This is because the advancement in technology has reduced manual workers and the total numbers of workers, so the uses of modern technology and equipment have thrown the people who use manual equipment out of job.
2. **Slow Rate of Economic Growth:** In Nigeria and particularly Kogi State most people in government positions have industries abroad, leaving their country economically redundant. These groups of

people failed to embark on constructive economic projects that will help people to be employed; rather they choose to call on foreigners to invest in their country.

3. **Neglect of Merit in Favour of Mediocrity:** It is obvious today that conducting interview or job advertising is just a partial fulfillment or protocol. Those who are qualified to do the work are not given the work due to corruption, ethnicity, favouritism, and federal character principles.
4. **Poor Educational Planning:** Nigeria obtained her educational curricular from the colonial masters and some of them no longer suits the nation's productive industries. There are some courses done in Nigeria Universities, Polytechnics and Colleges of Education today that do not address the problem of Nigeria any longer. Nigerian has refused to plan her educational sector in such a way that it can train people in technical courses so that they can come out and be self-employed.

### **Effect of Unemployment on Nigerian Graduates**

Millions of young Nigeria men and women graduated from secondary schools, universities and other institutions of higher learning every year with little prospect of getting jobs worst still are those who are not educated. Unemployment among the youth has become source of sustained social and political instability, increased drug abuse and violence against women (Kanu, 2015). Several of the Nigerian youths are being used as thugs to hunt down political enemies; religious harmony has also been adversely affected with religious and tribal conflicts continuing to puncture holes at the unity of the country and its political stability. Specifically, unemployment in Nigeria has resulted to the following adverse effects:

**Disenchantment and Frustrations:** The disenchantment and frustration of young people are mostly due to mass poverty and unemployment, which has contributed to losses in human capital (Lawanson 2007).

**Security Implications:** Youth unemployment has security challenges for almost several nations in Sub-Saharan Africa, thus desperation often leads youths to fall victims to warlords, criminal gangstarism or illegal conspiracy (Kanu, 2015) as Argenti courteously enquired "where can war makers be without the youth"?

**Socio-Economic Characteristics:** From the survey conducted on the socio-economy of armed militants in Nigeria namely Bakasi boys, O'odua People Congress (OPC) and Egbedu boys, 40% of the group composition were in the 16-17 years old age group; 10% were in the 18-19 years old age group 20% in the 20-21 years old age group and 20% between the age of 20-23 years. Almost 60% of youths were not engaged (Allawaadi, 2010).

### **Empirical Survey of Unemployment in Nigeria**

Considering the huge natural and human resources the country is endowed with, one will think that the citizens of the country should be swimming in property and abundance of wealth and riches but the reverse is the case. Nigeria has a population of close 170 million but over 110 million is said to be living in abject poverty according to Nigerian Vice President Yemi Osinbajo (The Sun Online 2015). Available data shows that poverty prevalence in Nigeria has been on increase over the years.

According to UNDP (2010), it was recorded that percentage of the absolute poverty in Nigeria arose from 6.2% to 29.3% between 1980 and 1996 which later declined to 22.0% in 2004. According to Ovaiwe (2010) over 100 million of Nigerians are living on less than \$1 per day. It is revealed that Nigeria living in absolute poverty rose from 54.7% in 2004 to 60.9% in 2010 (NBS 2011) analysis of poverty rate across geopolitical areas revealed that both in terms of absolute poverty rate and relative poverty rate, North West region has the highest poverty profile with (70.0%, 77.7%) and the South West region having (49.8%, 59.1%). In addition, Absolute poverty profile in terms of adult equivalent and per capita income are higher in rural centres (52.8% and 69.0%) than urban centres (34.1% and 51.2% respectively). This is also similar in terms of relative poverty where the figure in rural centres (73.2%) is greater than the urban centres (61.8%); which mean that Nigeria is the greatest in Africa in terms of poverty.

### **Government Effort at Curbing Graduate Unemployment in Nigeria**

Skill acquisition and development have remained a focal point in Nigeria government policy. Between 1986 and now, various administrations had put up initiative to promote self-dependence and self-reliance in generation of gainful self-employment which have been profound as starting with the acquisition of vocational skills. It is believed that the educational system operated since the Nigerian post-independence placed emphasis on academic excellence as against skill acquisition that can prepare the employees for a more useful and fulfilling life within the society. Vocational skills acquisition as believed would be more relevant to the development of the nation, hence, a new national policy on education was promulgated in 1977, introducing vocational course in the educational curriculum.

The ineffectiveness of the vocational courses in the school curriculum to address graduate unemployment which assumed alarming proportions prompted the Federal Government of Nigeria to inaugurate the Chukwuma Committee on 26 March, 1986 (Omoniyi and Osunde 2004). The report of the committee led to the creation of the National Directorate of Employment (NDE) in November 1986 and charged with the duty of enhancing skills acquisition, promote the spirit of creativity, self-reliance and independence. Therefore, with this vocational skill training is receiving greater attention as many centre have been established.

However, the National Economic Empowerment and Development Strategy (NEEDS) document 2004 claimed that several responses to poverty alleviation seem to be ad-hoc, uncoordinated and abridged (NEEDS document 2004). A chronicle of about 28 projects and programme with poverty reduction thrust has been undertaken from 1975 – 2001 programmes such as Community Bank, DFRR, National Directorate of Employment (NDE), the Family Support Programm, People’s Bank, and Better Life for Rural Women, which were aimed at addressing various manifestation of unemployment and poverty. The NEEDS document concluded that “while none of these were completely without merits, the truth is that they did not have a significant, lasting and sustainable positive effect”.

To add to the current dilemma is the world unemployment rate is said to rise in 2008/2009 as the global economy slow down with signs that it was heading towards depression which according to Salami (2011) adversely affects rapid economic growth to sustain the democratic gains, unemployment situations grimmer, and more youth become unemployed with varying consequences to national security. Rather than accept youth or graduates unemployment as a course to be endured as a globally framework of action for poverty reduction, employment generation, wealth creation and value re-orientation was discovered as a positive way out. Youth and graduates entrepreneurship is a youth development strategy that has become increasingly popular in recent years. Skills associated with entrepreneurship includes the ability to take initiative and creativity, seek out and identify opportunities, develop budgets, projects, resource needs and potential, income, communicate effectively and market oneself and ones ideas.

### **Entrepreneurship Development Programme (EDP) as an Intervention Mechanism**

The world in the 21st century is witnessing a wave of entrepreneurial events with more citizens searching for self-employment and business ownership. The role of government and big business as a provider of employment is shrinking and citizens are searching to empower themselves in other ways. The entrepreneurship development programme as an urgent mechanism to youth unemployment is specifically designed for the Nigerian youths, informing them about the business and opportunities to create their own businesses. The Entrepreneurship Development Programme (EDP) provides youths with insights into entrepreneurship and enterprises; which are aimed at supporting the citizens to realistically choose the options of venturing into a small business or self-employment in Kogi State.

The following are the reasons for the importance of promoting graduates entrepreneurship:

1. Creating employment for self-employed graduate as well as the other young people.

2. Bringing alienated and marginalized graduates back into the economic mainstream and giving them sense of belonging.
3. Helping to address several socio-psychological challenges and shortcomings that arise from not being engaged.
4. Enhancing innovation and doggedness among graduates.
5. Helping the revitalization of local communities by providing valuable goods and services.
6. Helping youth develop new skills and experience that could be applied to other challenges of life.
7. Capitalizing on the fact that young entrepreneurs may be particular to new economic opportunities and trends.

### **Challenges and Prospects of Entrepreneurship Development Programme in Nigeria**

An entrepreneur is a legal or natural person who floats and operates a business with the primary purpose of creating wealth and stimulating growth; such a person is characterized by creative and innovative behaviors and employs strategic management practices in the business. Ewere (2014) sees an entrepreneur as a legal or natural person who is able to identify business opportunities and implement strategic plans to capitalize on and actualize those opportunities. Thus, the person initiates enterprise, undertake risk and manages resources to establish and operate a business enterprise that is capable of self-sustenance (Salami, 2011). Entrepreneurs in Kogi State have several challenges among which include the following:

1. **Difficulty in Securing Loans from Financial Institutions:** The major challenges being faced by entrepreneurs in Kogi State are the issue of start-up capital. It is obviously difficult to secure loan from the bank because banks sees lending entrepreneur as a huge risk. This is due to the level of uncertainty and because of this; aspiring entrepreneurs have frustrated ideas has been washed down the drain.
2. **Poor State of Country's Infrastructure:** The absence of infrastructural facilities has been one of the major problems entrepreneurs are battling with in Kogi State. The major problem is the issue of epileptic power supply that has faced so many businesses to shut down due to high cost of running them.
3. **Inconsistency in the affairs of Government:** The incessant change in the affairs of government is another challenge being faced by Nigeria entrepreneurs. There is no continuity in the affairs of government.
4. **The Desire for Quick Return:** A major problem facing Nigeria entrepreneurs is the desire for quick returns which is inimical to sustain entrepreneurship development.  
However, entrepreneurship has a lot of prospects among which are:
  1. **Economic Development:** The role of entrepreneurship in economic development cannot be over-emphasized. This is owing to the fact that, the profits made by entrepreneurs flow as an increase into the national income and thereby increasing the nation's Gross Domestic Product (GDP).
  2. **Creation of Employment Opportunities:** Entrepreneurship encourages the creation of employment opportunities for the Nigerian citizens which in turns increases the participation of small business owners in contributing to the nation's development by drastically reducing unemployment in the society.
  3. **Conservation of Foreign Exchange:** Entrepreneurship will definitely reduce the importation of raw materials, technology, equipment and the payment of foreign experts.
  4. **Improve Standard of Living:** Entrepreneurship go a long way to improve the standard of living of the Nigerians through innovations.
  5. **Reduction in Rural-Urban Migration:** The migration of people from rural areas to urban areas in search of white collar jobs, which has resulted in higher rate of crime congestion in cities, will be reduced.

## **Theoretical Framework**

Joseph Schumpeter according to Onwubiko (2011) is known for reviving an interest in economic development theory of the 21st century. He influenced his theory through the writing of Karl Marx and became strong supporter of the capitalist system of economy. In addition, Ungbu (2011) further stressed that this theoretical approach was two sided as he revealed that capitalism though brought about economic and social fortunes but could also lead to stagnant economic inequality if not properly managed. Though, development of Western capitalism could lead to ordinary business cycles and economic dispersal but strong adherence to capitalism could conserve the wealth of nations into few elite at the expense of the masses. Schumpeter noted that development could come in several angles if innovative and entrepreneurial abilities are properly dispersed. The philosophy of this theory is centered on the role of an entrepreneur as modern economist which broaden avenue for wealth creation through innovative ideology, identification of customer's needs, opening of new market, extensive and sustainable human relations, utilization of local raw materials as well as product reorganization aimed at improving economic and social emancipation.

The theoretical philosophy of Schumpeter went further to explain that to be innovative, entrepreneurs must have access to adequate funds through equity and debt financing. He said credit facilities could be facilitated through drive from innovative ideas, and that with the striving of the entrepreneur through innovative ideas more individuals could be propelled to be innovative and subscribe the logical methodology of going into self-employed businesses. The entrepreneur could be more successful if the funds made available are properly managed as the entrepreneurial skills and tenacity must be complemented with the required commitment with probity, and accountability, team spirit thereby it is pertinent that these attributes are aggressively explored to survive entrepreneurship challenges resulting from slow economic growth, economic mismanagement, infrastructural deficiencies, weak political commitment, monumental corruption and bureaucratic bottleneck which characterized developing economies.

Therefore, this research is principally anchored on the theoretical approach of Schumpeter with the ideology and conclusion that entrepreneurs can survive through their innovative skills, tenacity and commitment but need to be conscious of the macro-economic variables because if not properly identified and effectively managed could lead to grave consequence to the entrepreneur. Conclusively, with this theoretical approach it can be summarized that every entrepreneur need to be innovative, committed and abide by the ethics and norms of business environment.

## **Empirical Review**

Duru (2011) researched on the paper titled "Entrepreneurship Opportunities and Challenges in Nigeria". The paper put forward conceptual view on entrepreneurship theories and presented three theories of Richard Cantillion, Kirzner and Schumpeter. The research also put forward the challenges of entrepreneurship development in Nigeria and noted that entrepreneurship is essential for accelerated and sustained economic growth and sustainability. The major gap in this research is that the paper was qualitative and it was over generalized because using the entire nation Nigeria could not cover peculiar situations and locations.

Okafor (2008) wrote on fifty years of Entrepreneurship Development in Nigeria: Challenges and Prospects. The research also discussed the role of entrepreneurship in national development, and past government and SME's support initiatives were itemized. Though, the research reached 250 respondents consisting academics, practicing entrepreneurs and investment experts but the questionnaire distributed was 10 items questionnaires. The paper noted that poor implementation of entrepreneurship programme has been the major constraints. The paper though, covered the period of 50 years but its holistic phenomenon may lack the reality of systematic approach and the hypotheses formulated could not cover all the variables which are critical to entrepreneurship development in Nigeria. Therefore, the present research shall cover the gap especially as this study critically appraises the correlation of entrepreneurship development with job creation.

Alam, Jani and Omar (2011) wrote on Entrepreneurship Development and Employment Generation in Nigeria: Problems and prospects. The research looked at the concept of unemployment as well as entrepreneurship. The paper discussed the causes of unemployment in Nigeria, while it revealed that the government had put up several measures in combating the problems of unemployment but it has not achieve much results.

Kanu (2015) wrote on challenges and prospects of entrepreneurship in Nigeria. The paper gave an indebts description of previous SMEs support initiatives and also discussed the various entrepreneurial opportunities in Nigeria while it concluded that entrepreneurship development programmes if fully harness could boost the nation’s economy. Salami (2011) researched on corruption: An impediment for entrepreneurship education in Nigeria. Though, the paper discussed the extent to which the phenomenon of corruption has bedeviled entrepreneurial activities in Nigeria but it left some gaps such as the qualitative nature of the research may not provide sufficient evidence, entrepreneurship education though relevant to entrepreneurial practices but merely educating the people may not justify utilizing such capability without other variables especially provision of institutional framework and other supports needed to enable entrepreneurs strive.

Teru (2015) wrote on the effect of entrepreneurship on economic growth and development in Nigeria. Though, the study used both qualitative and quantitative approach and concluded that entrepreneurship programme could only thrive when the citizens are adequately empowered and policies aggressively strengthened.

### **Methodology**

This study adopted survey. The research design adopted on the study is descriptive and specifically .The population of this study is the total number of unemployed graduates in Kogi State who are of the age of 18 years and above since that is the age recognized by Nigerian law to be productive age. Though, there is no available data to ascertain the exact number of citizens who fall within this category. This is obviously due to lack of available data base in most developing nations such as Nigeria. This challenge obviously made it difficult to further ascertain the exact number of unemployed graduates resulting from lack of reliable data hence, the research adopted other methodology in reaching the respondents.

The justification for this population is based on the fact that the study populations relating to the variables are existing and potential entrepreneurs as well as graduates and undergraduates. However, ascertaining the exactness of this population is obviously difficult if not impossible because of non-existence of data base for the target populations therefore a man-to-the street pilot survey was used. Consequently, the Topman sample size determination formula is suitable for an unknown population hence the formula was applied at 95% confidence level with a standard deviation of 1.96 which shall be read from standard normal distribution table. The assumed success rate (p), assumed failure rate (q), and error margin (e) of (0.80), (0.20) and (0.50) respectively. Using the Topman sample formula:

$$n = \frac{Z^2(p)(q)}{e^2}$$

where: n = sample size  
 z = standard normal distribution  
 p = assumed success rate  
 q = assumed failure rate  
 e = error margin

hence,  $n = \frac{1.96^2 (0.80) \times (0.20)}{0.05^2}$

$$n = \frac{3.841 \times 0.16}{0.0025}$$

$$n = \frac{0.61456}{0.0025}$$

$$n = 245.8$$

n = 246. Therefore, the sample size is 246.

### Reliability of the Study

In order to ensure reliability of the instrument, the research conducted a pilot study by administering the research questionnaire to limited number of respondents numbering twenty (20), twice and it was carried out within the time space of two weeks while the administration and retrieval was facilitated with the aid of two research assistants. The two results were correlated using the Statistical Package for social Science (SPSS) package and the result was 0.89 using the Cronbach's Alpha reliability statistics which means that the instrument is reliable as shown below:

Cronbach's Alpha	Number of Items
0.89	20

Source: SPSS Data Analysis

### Method of Data Analysis

Data analysis which is the procedure of refining the raw data earlier gathered so as to make them directly relevant to the problem under review. The method used in analyzing the data in this research is five points likert scale. More so, the hypotheses were tested using Analysis of Variance (ANOVA) and the major emphasis for interpretation was the mean.

$$X^2 = \frac{(O_1 - E_1)^2}{E}$$

Where:  $X^2$  = Chi-square  
 $O_1$  = Observation  
 $E_1$  = Expectation  
 $\Sigma$  = Summation

**Decision:** In testing the hypotheses the decision rule is to reject null hypothesis ( $H_0$ ) if the calculated mean value of ANOVA is less than the table value. Accept alternative hypothesis ( $H_1$ ) if the calculated value of ANOVA is greater than the table of value. After the questionnaire has been administered, an analytical procedure followed, it is on the basis of the decision rule that conclusion was made.

### Test of Hypothesis

The research adopts analysis of variance (ANOVA) to test the hypotheses.

The formula for ANOVA is shown below:

Source	Sum of square	Df	f-ratio	Remarks
Between	Sum of square between	$t - 1$	Mean square between	Accept or Reject
Within	Sum of square within	$N - t$	Mean square within	
Total	Sum of square total	$N - 1$		

In order to accept or reject the null hypothesis the study used analyzed research questions to hypothesis.

Variable	$H_1$	$H_2$	$H_3$	Total
Strongly Agree	97	19	102	218
Agreed	82	92	62	236
Disagreed	15	80	32	127
Strongly Disagreed	30	33	28	91

Source: Field Research (2018)

$$\text{Sum of square between (SSB)} = \sum \frac{X^2}{NnN} + \left[ \frac{X^2}{N} - Q^2 \right]$$

Where:

$$n = \text{number of column in a group} = 3$$

$$N = \text{total number of active cells} = 12$$

$$Q = \text{Grand total and all the cells} = 672$$

$$SSB = \frac{218^2}{3} + \frac{236^2}{3} + \frac{127^2}{3} + \frac{91^2}{3} - \frac{672^2}{12}$$

$$\frac{47524}{3} + \frac{55696}{3} + \frac{16129}{3} + \frac{8281}{3} - \frac{451584}{12}$$

$$= 15841 + 18565 + 5376 + 2760 - 37632$$

$$= 42542 - 37632 = 4910$$

$$\text{Sum of square total (SST)} = \sum \frac{X^2}{n} - \frac{Q^2}{nN}$$

$$= 97^2 + 19^2 + 102^2 + 82^2 + 92^2 + 62^2 + 15^2 + 80^2 + 32^2 + 30^2 + 33^2 + 28^2 - 37632$$

$$= 9409 + 361 + 10404 + 6724 + 8464 + 3844 + 225 + 6400 + 1024 + 900 + 1089 + 784 - 37632$$

$$= 49628 - 37632 = 11996$$

$$\text{Sum of square within (SSW)} = \text{SST} - \text{SSB}$$

$$= 11996 - 4910 = 7086$$

$$\text{Degree of freedom (df}_B) = t - 1$$

$$T = \text{total number of groups available} = 4$$

$$= 4 - 1 = 3$$

$$\text{Degree of freedom within (df}_w)$$

$$= N - t$$

$$= 12 - 4 = 8$$

$$\text{Degree of freedom (df)} = N - 1$$

$$= 12 - 1 = 11$$

$$\text{Mean square between (MSB)} = \frac{SSB}{df_B} = \frac{4910}{3} = 1637$$

$$\text{Mean square within (MSW)} = \frac{SS_w}{Df_w}$$

$$= \frac{7086}{8}$$

$$= 885.8$$

$$\text{F-ratio} = \frac{MSB}{MSW}$$

$$= \frac{1637}{885.2}$$

$$= 18.5$$

Anova Summary Table

Source	SS	Df	MS	F-ratio
Between	4910	3	1637.1	18.5
Within	11996	8	885.8	
Total	16906	11		

Critical value at 5% level of significance with degree of freedom 3 to 8 is 4.07.

**Decision Rule:** Since the calculated value of 18.5 is greater than the critical value of 4.07, the null hypothesis is rejected.

### Conclusion

From the study, there is no doubt that entrepreneurship development programme is a means of curbing graduate unemployment in Kogi State. From the findings and empirical evidence, the research concludes that

entrepreneurship development has been able to reduce graduate unemployment significantly in Kogi State. More so, if entrepreneurship development programme is given more attention especially tertiary institutions of learning in Nigeria students will be exposed to the concepts, principles theories, and practices of entrepreneurship thereby entrepreneurial spirit will ignite their into thinking of how to create jobs for others instead of being job seekers.

### **Recommendations**

The study therefore makes the following recommendations after testing the various postulated hypotheses: It is recommended that government should encourage the tertiary institutions; vocational centers by providing them with adequate equipment for training programme so that they can improve entrepreneurship development thereby curbing graduate unemployment.

The government should also make the study of entrepreneurship development programme mandatory in all secondary schools, tertiary institutions of learning so that every undergraduate could have some skills after graduation and by extension equip them to be self-reliant. Also, venture capital should be made available through micro-finance banks and other specialized agencies to adequately empower graduate entrepreneurs.

There is need to have an institutional collaboration between the government/private organizations in funding entrepreneurship training for the benefits of all graduates. Finally, funds should be made available for those who have acquired the skills to start up their own businesses as this would be able to address graduate unemployment in Kogi State.

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