



PROMOTING YOUTH ENTREPRENEURSHIP SKILLS AND JOB CREATION THROUGH MICRO, SMALL AND MEDIUM ENTERPRISES (MSMES) IN BAUCHI STATE NIGERIA

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Abstract

The goal of this paper is to explore entrepreneurial approach toward job creation and preventing the occurrence of unemployment in Bauchi State Nigeria. Youth unemployment is continuously increasing in our metropolitan areas, particularly in North east Nigeria, Bauchi State precisely. This increase in youth unemployment is bringing high number of social and economic vices. The significance of job creation and availability of training, and the physical and social quality of urban environment on youth are enormous, and thus, affect their health, life-styles, and well-being. The main aim of this study is to explore successful Micro, Small and Medium Enterprises (MSMEs) related income generation opportunities for youth and to promote youth entrepreneurship skills in Bauchi state. Quantitative method was employed. Structured questionnaires were administered to youths in the State. Quantitative data was analyzed through Statistical Package for the Social Sciences (SPSS) software version 25. The research shall have both theoretical and practical implications. Theoretically, the study shall provide a behavioral framework for preventing unemployment in Bauchi State. Practically, the research shall be use by traditional community leaders, local government authorities, state government and federal government of Nigeria at large. The study recommends that establishment of Entrepreneurship Acquisition Skills (EAS) Centre where unemployed youth will be training on entrepreneurship skills such as Welding and fabrication, Furniture making and Tailoring, in each of the three Senatorial zones of the States.

Keywords: *Job creation, Unemployment, Entrepreneurship, Skills, Bauchi State*

Introduction

Entrepreneurship is increasingly recognized around the world as a critical force in creating a strong, stable economy and society. The Micro, Small and Medium

Enterprises (“MSMEs”) represents one of, if not the most important sector of our economy. It currently represents 96% of the businesses in Nigeria and contributes 75% of the National employment. Of the 17.2 million MSMEs in Nigeria, over 17 million are micro-enterprises. Thus, growth in this sector is directly correlated with growth in the economy as a whole and in the level of employment throughout Nigeria (SMEDAN, 2014). This is true in the United States, where entrepreneurship is an important component of economic development, and where MSMEs are the primary source of new job creation, (Small Business Administration, 2013). Micro, small and medium enterprises (MSMEs), are generally referred as to the engine of growth in many economies. Their importance is usually viewed from the perspective of employment generation, contributions to export earnings and Gross Domestic Product (GDP), (Taylor & Murphy, 2004).

Youth unemployment has become the biggest developmental challenge in almost every country in the world in the 21st century. According to International Labor Organization (ILO) estimates, 60 million young people are searching for work but cannot find any. Around the world, youth are nearly three times as likely to be unemployed as adults. Eighty percent of the young jobless are in the developing countries and economies in transition. In all developing countries across the world, youth unemployment is growing annually at more than 15 percent. Many countries are still struggling to boost their economic growth in order to provide jobs for all the youths entering the job market each year (ILO., 2008). Government efforts to mitigate the unemployment problem by creating job opportunities through planned programmes both in private and public sectors have not touched even the tip of the iceberg. Some countries still depend on the injection of external investment funds and external expertise to transform their economy into a fast growing one. However, without entrepreneurial capabilities which are well developed or potentially available, external funds will be wasted on projects that will not provide long-term economic growth. The present educational system in 10 Nigeria produces job-seekers but not job-creators or wealth generators. Globalization has had little effect on less developed countries to boost their economic development and the gap between the rich and the poor, the skilled and the unskilled as well as digital divide continues to widen. Nigeria’s economy is struggling to leverage the country’s vast wealth in fossil fuels in order to displace the crushing poverty that affects about 57 percent of its population. Economists refer to the coexistence of vast wealth in natural resources and extreme personal poverty in developing countries like Nigeria as the “resource curse”. Nigeria’s exports of oil and natural gas at a time of peak prices have

enabled the country to post merchandise trade and current account surpluses in recent years

Problem Statement

The task the Northern Nigerian Governments are addressing in seeking greater employment options for younger people is challenging and important. Therefore, to assist in addressing youths' entrepreneurship skills, training and employment problems this study intends to identify useful practices, initiatives and programs targeting youth skill training and entrepreneurship, particularly in MSMEs related areas. Millions of Northern Nigerian youths that are supposed to represent the productive sector of the country's economy cannot get suitable means to use their physical, psychological and emotional initiatives. They wander around our streets in their quest for a means of livelihood and employment on daily basis.

Premium Times (2012), report released by the United Nations indicates that the rate of unemployment in Nigeria has increased during the last administration, from 21.1 per cent in 2010 to 23.9 per cent in 2011. Nigeria also has one of the worst youth unemployment rates in sub-Saharan Africa, at 37.7 per cent; which means 2 in 5 Nigerian youth are unemployed. Also, in Tribune (2012), the AA report shows a very wide variation along regions. "There is more unemployment in the Northern part of Nigeria, compared to the south. What cannot be denied is that the report confirmed what has been feared all along; that Nigeria's unemployment is a serious economic and social problem".

Despite the importance and worldwide recognition of MSMEs as an important tool for employment generation and economic growth in general, however, there are limited studies on entrepreneurship skills as a tool for job creation in developing countries, Nigeria inclusive and Bauchi State precisely. In such instances, findings from this study will help in making appropriate policies by the government to boost MSMEs and entrepreneurship skills, and to motivate the teeming unemployed Youth and Graduate on the need and importance of entrepreneurship skills in job creation.

Research Objectives

The main objective of the study is to promote youth entrepreneurship skills and job creation through Micro, Small and Medium Enterprises (MSMEs) in Bauchi State. While the specific objectives include;

- i. To create awareness about MSMEs and its potentials as means of job creation and poverty reduction in Bauchi State.

- ii. To develop MSMEs based employment opportunities centers for disadvantaged youth in Bauchi State.
- iii. To promote youth entrepreneurship skills in Bauchi State.

Significance of the Study

The study will benefit the Youth on entrepreneurship skills as the critical factor, for creating employment and skill development across the three Senatorial zones of the State. The research will also assist the Bauchi State governments because, if MSMEs is seen as a tool for job creation in youth, most governments would be encouraged to invest in entrepreneurship ventures in order to provide employment to the teeming unemployed youth in their States and regions in general.

Review of related literature

In recent years, the promotion of entrepreneurship as a possible source of job creation, empowerment and economic dynamism in a rapidly globalizing world has attracted increasing policy and scholarly attention. However, despite this attention, there has been no systematic attempt to find the balance at which both the education and microfinance could be used complementarily in addressing the problem of youth unemployment. As the 2005 World Youth Report points out, –Entrepreneurship is not for everyone and so cannot be viewed as a large-scale solution to the youth employment crisis|| (p.59). Nonetheless, there is growing interest in the provision of micro-finance for youth, because it is recognized that education and training on their own do not usually lead to sustainable self-employment. To date, however, services in this area remain limited. Numerous problems have been encountered by stakeholders in trying to develop a product that can be easily adopted especially in the urban areas. Youth is often considered as a stage where childhood transits into adulthood. It is the transition from being dependent to being independent. One of the most critical factors is the status of employment. Young people often feel that having a job or means of livelihood would give them sense of independence which could give them the ability to make choice about their lives, families as well as peers. Unfortunately, that does not happen because they cannot find a job. The tendency has been either to subsume the youth into the general adult population or to ignore their efforts to forge a livelihood through enterprise activities. This has resulted in the lack of an adequate understanding of the potential benefits of youth entrepreneurship as a means of improving youth livelihoods.

Youth unemployment and inadequate economic prospects are pushing many of them into criminal acts, excessive alcohol use, substance addiction, and also in many cases resulting in processes of social or political violence, with varying names in Northern Nigeria, such as: **Yan Sara Suka in** (Bauchi), **Yan Kalare in** (Gombe), **'ecomog' in** (Borno), **"Kawaye in both** (Kaduna and Katsina), **Area Boys in** (Sokoto), and **Yan Daba in** (Kano), Fernández-Maldonado, Romein, Verkoren, and Parente Paula Pessoa, 2014; UNDP (2006), postulates that Long-term unemployment leads young people in a process of marginalization and social exclusion, which subsequently have a number of negative effects on societies, which includes; it results in countries failing to take advantage of its human resources to increase their productive potential, at a time of transition to a globalized world that inexorably demands such leaps in productive capacity, and finally, it reinforces the intergenerational transmission of poverty.

Most economists agree that entrepreneurship is essential to the vitality of any economy, developed or developing. Entrepreneurship has to do with the [capacity](#) and willingness to [develop](#), organize and [manage](#) a new [business venture](#) along with any or all of its [risks](#) with the intention to make a [profit](#). According to Business and Industry Advisory Committee to the Organization for Economic Cooperation and Development (OECD., 2016), policies to foster entrepreneurship skills are essential to job creation and economic growth. Government officials can provide incentives that encourage entrepreneurs to risk attempting new ventures. Among these are laws to enforce property rights and to encourage a competitive market system.

Entrepreneurship and Youth

Youth entrepreneurship is a fairly new yet growing field in the world of development programs. "Entrepreneurship is the recognition of an opportunity to create value, and the process of acting on this opportunity, whether or not it involves the formation of a new entity. While concepts such as innovation and risk taking are usually associated with entrepreneurship, they are not necessary to define the term"(Schoof, 2017 p7). There are several key elements of importance in this definition which one should take note of. The first is that the young entrepreneur recognizes an opportunity to either add value to an existing process or develop a new process that has intrinsic value. The youth acts on this idea, making his dream a reality. The definition notes that there does not need to be a new entity created, but rather only entrepreneurial activity. This allows the definition to focus on the person as defining entrepreneurship rather than the business itself defining entrepreneurship. Schoof (2017), contributes further to

the discussion of youth entrepreneurship by defining the age category and level of maturity common among youth programs. He defines those ages fifteen to nineteen as being in the formative stages and thus labels them as pre-entrepreneurs.' The next stage, growth, includes those aged twenty to twenty-five and are labeled budding entrepreneurs.' Finally, those aged twenty-six to thirty nine are in their prime stage and labeled emergent' (Ulrich, 2006). When developing a youth program, it is important to understand the age group that is targeting as each level has different capabilities and needs. Additionally, when considering youth entrepreneurship, it is important to understand the various types of relevant entrepreneurship. Two are highlighted here as the most common types utilized and made available to youth. The first is economic entrepreneurship, which entails creation of enterprise for the private sector. It is characterized by wealth creation and the generation of profits. The second type is social entrepreneurship, which is increasingly common in the world of business. While it is like economic entrepreneurship in that profits are created, it is distinct because these profits are a means to an end, contributing directly to a social cause. Social programming is described as an attractive form of entrepreneurship for youth because youth have the passion and energy, the strategic social positioning, and the natural tendency towards problem-solving|| (Ulrich, 2006 p 8).

Importance of youth Entrepreneurship

It is now widely accepted that there are many good reasons to promote entrepreneurship among young people. While caution should be exercised so that entrepreneurship is not seen as a 'mass' or wide-ranging solution which can cure all society's social ills, as many experts such as (Curtain, 2000) warns, it has a number of potential benefits. A significant one is that it creates employment for the young person who owns the business. This is especially the case in an economy subject to rationalization, change and restructuring. Many experts believe that this could bring back the alienated and marginalized youth into the economic mainstream. There may also be a direct effect on employment if new young entrepreneurs hire fellow youths from the 'dole' queues (Curtain, 2000). In this way, entrepreneurship could help address some of the sociopsychological problems and delinquency that arise from joblessness. Youth-run enterprises (YREs) also provide valuable goods and services to society, especially the local community (OECD, 2001). This results in the revitalization of the local community. It has also been observed that new small firms tend to raise the degree of competition in the product market, thereby bringing gains to consumers. In addition, the enterprises may create linkages between youth entrepreneurs and other economic factors, such as through sub-contracting,

franchising, and so on (White, S., & Kenyon, 2011). Youth entrepreneurship also promotes innovation and resilience as it encourages young people to find new solutions, ideas and ways of doing things through experience-based learning. In certain circumstances, young entrepreneurs may be particularly responsive to new economic opportunities and trends. This is especially important given the on-going globalization process. It is increasingly accepted that youth entrepreneurs can present alternatives to the organization of work, the transfer of technology, and a new perspective to the market (White & Kenyon, 2011). White and Kenyon further note that social and cultural identity is promoted through youth enterprises, as is a stronger sense of community where young women and men are valued and better connected to society. Youth enterprises give young people, especially marginalized youth, a sense of meaning and belonging and help to shape their identity and encourage others to treat them as equal members of society. A popularization and democratization of entrepreneurship can allow the disadvantaged in society to succeed regardless of social or background status. The challenge for governments, NGOs and international bodies seeking to improve youth livelihoods is to "tap into the dynamism of young people and build on their strong spirit of risk-taking" (OECD, 2001). Chigunta (2002) sums up a number of reasons for the importance of promoting youth entrepreneurship:

- Creating employment opportunities for self-employed youth as well as the other young people they employ;
- Bringing alienated and marginalized youth back into the economic mainstream and giving them a sense of meaning and belonging; Helping address some of the socio-psychological problems and delinquency that arises from joblessness;
- Helping youth develop new skills and experiences that can then be applied to other challenges in life;
- Promoting innovation and resilience in youth;
- Promoting the revitalization of the local community by providing valuable goods and services;
- Capitalizing on the fact that young entrepreneurs may be particularly responsive to new economic opportunities and trends.

Entrepreneurial Orientation/ Awareness

The idea of the concept of entrepreneurial orientation can be traced back to Garcés-Galdeano, Larraza-Kintana, García-Olaverri, and Makri, (2016), who provides significant insight especially at the firm level. He suggested that an entrepreneurial firm is one that "engages in product market innovation, undertakes somewhat risky ventures, and is first to come up with 'proactive'

innovations, beating competitors to the punch". In his own view "innovativeness," "risk taking," and "pro-activeness are the key factors of entrepreneurial firms. Many researchers such as (Covin & Slevin, 2013; Naman & Slevin, 1993) adopted the concept of entrepreneurial orientation on the original conceptualization of Miller (1983). However, Lumpkin and Dess (1996) based on the concept of Miller (1983) incorporate two more characteristics which are autonomy and competitive aggressiveness. According to them, autonomy is defined as the possibility of an individual or groups develops an idea as well as executing the idea without any intervention, control or supervision. While, competitive aggressiveness is described as the possibility of an individual to directly and intensely question the strategy and challenge the performance of its industrial rival.

In the past, several studies (Lumpkin, & Dess, 1996; Sama-Ae, 2009; Taormina & Lao, 2007; Uddin & Bose, 2012) have been conducted in order to test entrepreneurial intention and other factors consider influencing entrepreneurial intention such as environment, skills, gender, religion, employment status, family Background and Personality type. For instance, a study conducted by Wiklund (1999) on the relationship between entrepreneurial orientation and firm performance. The study was conducted using Swedish small firms, the findings of the study indicates a positive relationship between entrepreneurial orientation and firm performance. The findings also indicates that this relationship increases over time, it also shows that investing in entrepreneurial orientation is very good for small firms as it will yield a high return in the long run.

Bolton and Lane (2012) also conducted a study in order to develop an instrument that will be used to test the entrepreneurial orientation of an individual. The study used a total of 1,100 student's respondents to generate and validate the instrument. The items were developed based on the Lumpkin and Dess definition of entrepreneurial orientation in which they added two more factors to the original three. However only three out of the five (innovativeness, risk taking and pro-activeness) are found to be significantly related to individual orientation, the remaining two (aggressiveness and autonomy) are found to be of no significant to individual orientation. Additionally, there are other studies conducted using individuals in testing their entrepreneurial orientation (risk taking, innovativeness and pro-activeness) in relation to organizational performance. Some of the studies (Janssen & Van Yperen, 2004; Seibert et al., 2001) all found that a significant relationship exists between individual entrepreneurial orientation and organizational performance.

Environment Factors

The reaction of the environment is felt by both entrepreneurs and the business (Peters & Waterman, 1982). As such, the entrepreneurs and business have to relate in one way or the other, through the exchange of goods and services, human capital and resources with the larger society. The critical factors for the development and sustainability of entrepreneurship in the country or region are referred to as an entrepreneurial environment (Gnyawali & Fogel, 1994). Ogundele (2007) describe environment as all the conditions and influences affecting the development of an organism or organization. Van de Ven (1993) is of the view that for any study on entrepreneurship that disregard environment is insufficient and incomplete. Environment has been widely identified as one of the key players that ensure, and dictate the continual survival and continuation of the business (Arowomole, 2000). Obviously, the assumption and perception of people to engage in business is encouraged by supportive environment irrespective of the region or specialty of the business. Gnyawali and Fogel (1994), classify entrepreneurial environment as policy and programs of the government, entrepreneurial skills, and socioeconomic conditions, financial and non-financial support.

Environmental Support

The business environment plays a very vital role in influencing entrepreneurial activities, which many scholars associated it with the role of government in promoting entrepreneurship. Some of the roles of the government come in terms of policies and programs such as of funding, externalities, and infrastructures that shape the real local context. In addition, the university environment (environmental support) is also identified as vital mechanisms that influence entrepreneurial activities (Fini et al., 2009; Morris & Lewis, 1995). The way and manner in which government provides support to entrepreneurs will go a long way in encouraging and motivating people to be entrepreneurs, this support can be informed of grant, tax holiday and even government patronizing the said product or services.

Several scholars have identified certain resources which they classified as tangible and intangible that makes the environment very supportive in relation to entrepreneurial activities (Beck, Demirgüç-Kunt, & Maksimovic, 2005; Niosi & Bas, 2001). (Beck, Demirgüç-Kunt, & Maksimovic, 2005; Llucky, & Nurahimah, 2013; Niosi & Bas, 2001)

Entrepreneurial Skills

The need for an entrepreneur to obtain or acquire certain skills for him/her to be successful cannot be over emphasized. According to Green, Jones and Miles

(2012), there is no general consensus on what the definition of skill should be. In other words, authors are yet to agree on a universal definition of skill. According to Ibrahim and Lucky (2014), entrepreneurial skill is the ability and knowledge of the potential entrepreneurs required from them to effectively achieve their entrepreneurial intention.

Ogundele (2007), described skill as the ability and the capacity to do things. Skill has been used in many different contexts and disciplines (Adeyemo, 2009) such as entrepreneurship skill, teaching skill, football skill and so on. In entrepreneurship context for example, skill has been identified as one of the most important factors required by the entrepreneurs to be successful in their entrepreneurial practices, including those that have intention to become entrepreneurs. Kilby (1971) also strongly advised to possess the necessary entrepreneurial skill that would make them successful entrepreneurs. According to Arowomole, (2000) entrepreneurial skill is an important component of entrepreneurship development which is required for a successful entrepreneurial practice. To him, entrepreneurs must have a range of skills such as managerial skill, organizing skill, coordinating skill and thinking skill. Ogundele, Idris, and Ahmed-Ogundipe (2012), described entrepreneurial skill as the ability to know the business very well. Kuratko, Hornsby and Goldsby, (2004) also defined entrepreneurial skill as the ability for the entrepreneur to be a generalist for proper planning.

There are certain entrepreneurial skills needed to be possessed by an entrepreneur in order for them to be successful (Adeyemo, 2009). He argued that, believe by few individuals, that entrepreneurs are born not made is not true as he believed that entrepreneurial skills can be acquired through effort and time investment. The skills are:

Marketing Skills - These are considered the basic skills needed by an entrepreneur. This skill involves the systematic way and manner in which the entrepreneurs will reach their targeted audience or market. This will give the audience the understanding and clarity of the need for that new idea or product that will lead to the acceptance of that product.

The Financial Know How - The ability to plan and handle cash is very vital for an entrepreneur, as this will give him the advantage of using his resources wisely to gain competitive advantage over his rival. The function in this skill will include knowing when to hold more cash in other to meet unforeseen circumstance i.e. speculative function.

Self- Motivation Skill - The need for an entrepreneur to be self-motivated is very vital as only self-belief will make him successful in his quest to becoming an

innovator or developer of a new idea. This is because most entrepreneurs are people who see and understand things differently from other people. They are always trying to find an opportunity in every single thing that another person sees as a threat or a problem. Also, this skill will also help the entrepreneurs to help in motivating people to also believe in themselves which will benefit the whole business.

Time Management Skill - A good entrepreneur is good in time management knowing fully that his idea or product must be available at a particular time and venue for its to benefits from the said idea or product. The ability to plan and act upon the plan is considered one of the effective ways of managing day to day transaction of the business.

Management Skill - The management skill involves all the skills of managing both human and non-human resources of an organization. This involves time and people management of the organization in other to achieve the said goal and objectives.

Technology Skill - This is the ability to use and manipulate the modern technological equipment or machine in order to come up with new products or services that will add value to you and the generality of the society.

Communication Skill - Are the abilities of persuading people to buy your idea or new product or services. This skill is very vital because only a well marketed idea or products will be sold. This skill clearly helps in explaining the main reason of the idea as well as the benefit of buying the said idea.

Problem Solving Skill - The ability of an entrepreneur to solve the problem by providing solution is very vital, as these problem-solving skills can involve the use of certain techniques to compare and contrast between various decision of the organizations or business in order to select the best.

Creative Thinking Skills - The main difference between an entrepreneurs and non-entrepreneurs is the ability to think beyond the normal thinking of what people sees, this will lead to the development of a new idea that will add value to an old product or services. The critical thinking skill provides a situation in which new and original idea or product are developed.

Recognizing Opportunity - The ability to recognize and take an opportunity is a vital skill for entrepreneurs. This is because the opportunity is only recognized by creative thinkers that understand how to take advantage of any situation to turn it into a new idea or product. The opportunity seeker is always monitoring the trend and the changes as it happens, as this will give them an idea of how to plan in order to take full advantage of the situation.

In general, MSMEs start-up firms have greater flexibility than larger firms and the capacity to respond promptly to industry or community developments. They are

able to innovate and create new products and services more rapidly and creatively than larger companies that are mired in bureaucracy.

Another strength of a MSMEs start-up is that the people involved — the entrepreneur, any partners, advisers, employees, or even family members — have a passionate, almost compulsive, desire to succeed. This makes them work harder and better.

Finally, many MSMEs start-up ventures have an intangible quality that comes from people who are fully engaged and doing what they want to do. This is “the entrepreneurial spirit,” the atmosphere of fun and excitement that is generated when people work together to create an opportunity for greater success than is otherwise available. This can attract workers and inspire them to do their best.

Methodology

The study utilized a cross sectional research design. According to (Creswell and Clark (2017), cross-sectional design can be defined as the process of collecting data and information of a sample or population once at a particular point in time. Similarly, Miller and Salkind, 2002; Schneiderman, Weiss, and Kaufmann (2013), defined research design as procedures and method through which the researcher is expected to conduct the process of data collection and analysis. This current study utilized one of the most common types of experimental research i.e. cross-sectional research. Cross sectional method was selected in order to prevent times delay that is associated with the longitudinal method (Sekaran & Bougie, 2010). Population of the study can be defined as the generality of group of people, things or events that are of interest to the researcher in which he wishes to investigate (Sekaran et al., 2010).

Therefore, a convenience sampling technique of non-probability has been employed to select 20 respondents each from the twenty within the Bauchi state, thus, making 400 respondents for the study.

The analysis was done by suitable techniques such as: Descriptive Statistics using mean (M) and standard deviation (SD). While, the services of Multiple Regression Analysis (MRA) was also employed in testing the three hypotheses assumed with the aid of SPSS Software Version 20.0

Results and Discussions

Table 4.1 : Correlations of the Variables

| Variables | EO | ES | EF | EI |
|------------------------------------|--------|------|----|----|
| Entrepreneurial orientation | 1 | | | |
| Entrepreneurial skills | .607** | 1 | | |
| Environmental factors | .116 | .179 | 1 | |

| | | | | |
|--------------|--------|--------|------|---|
| Job creation | .515** | .559** | .136 | 1 |
|--------------|--------|--------|------|---|

** . Correlation is significant at the 0.01 level (2-tailed), * . Correlation is significant at the 0.05 level (2-tailed).

Hypotheses Testing

After meeting certain basic assumption of the statistical analysis using regression as mentioned above. In addition, the regression analysis was conducted between the independent variable and the dependent variable i.e. entrepreneurial orientation, entrepreneurial skills, environmental factors and the job creation. At the end, each of the variables was tested separately using SPSS to see the relationship with the dependent variable. Tables 4.2, 4.3 and 4.4 below present the result:

Table 4.2

Summary of Regression result for Entrepreneurial Orientation Variable

| Variable: | R ² | Adjusted R ² | F | Beta | t | Sig |
|-----------------------------|----------------|-------------------------|------|------|-------|------|
| Entrepreneurial Orientation | .265 | .260 | 55.1 | .515 | 7.423 | .000 |

p<0.05, *p<0.001, Sig =Significant, NS = Significant

Interpretation

Table 4.2 above revealed the existence of a relationship between entrepreneurial orientation and job creation with the beta statistically showing .515 (52% contribution) at 0.001 significance level. The result also explains 51.5% variance in job creation.

Table 4.3

Summary of Regression result for entrepreneurial skills Variable

| Variable: | R ² | Adjusted R ² | F | Beta | t | Sig |
|------------------------|----------------|-------------------------|------|-------|-------|------|
| Entrepreneurial Skills | .313 | .308 | 69.6 | 0.559 | 8.347 | .000 |

p<0.05, *p<0.001, Sig =Significant, NS = Significant

Interpretation

It is clear that the result in Table 4.7 above shows that between entrepreneurial skills and job creation is statistically significant with .559 beta value (56% contribution) at 0.001significance level. Similarly, the result shows that entrepreneurial skills explain 56% variance in job creation.

Table 4.4

Summary of Regression result for environmental factors Variable

| Variable: | R ² | Adjusted R ² | F | Beta | t | Sig |
|-----------------------|----------------|-------------------------|------|-------|-------|------|
| Environmental factors | .019 | .012 | 2.89 | 0.136 | 1.702 | 0.91 |

p<0.05, *p<0.001, Sig =Significant, NS = Significant

Interpretation

Looking at the above table 4.8 explain that there is no significant relationship between entrepreneurial intention and environmental factors, the result shows a beta of .136 (14%) at 0.91 Significance level. It also explains 13.6% variance in job creation.

Multiple Regression Analysis Result

The process of testing the variables simultaneously using SPSS is referred to as multiple regression analysis. The main reason of the multiple regressions is to analyze the strength of the variable if they are tested in a group in relation to the dependent variable- job creation. Table 4.9 below explains the result.

Table 4.5

Test Result of Multiple Regression Analysis Summaries

| Variable: | R ² | Adjusted R ² | F | Beta | t | Sig |
|-----------------------------|----------------|-------------------------|---|------|--------|--------------------|
| Entrepreneurial Orientation | .363 | .350 | | .277 | 28.638 | 3.384 |
| | | | | | | .001* |
| Entrepreneurial Skills | | | | .385 | 4.666 | .000* |
| Environmental Factors | | | | .036 | .1702 | .592 ^{NS} |

p<0.05, *p<0.001, Sig =Significant, NS = Significant

Interpretation

- i. The result in Table 4.5 shows that the relationship between entrepreneurial orientation and job creation is statistically significant with .277 beta (27.7% contribution)
- ii. The result in Table 4.5 shows that the relationship between entrepreneurial skills and job creation is statistically significant with .385 beta (38.5% contribution)
- iii. The result in Table 4.5 indicates that the relationship between environmental factors is not statistically significant with .036 beta value (36% contribution on the variance explained on the job creation).

Conclusion

Conclusively, the present study offers additional insight on the influence of entrepreneurial orientation, entrepreneurial skill and environmental factors on the job creation among youth in Bauchi State. Regardless of the insignificant

result of environmental factor, the findings from of entrepreneurial orientation, and entrepreneurial skill have offered empirical evidence that entrepreneurial orientation and entrepreneurial skill can influence job creation among youth as posited by the Theory of Planned Behavior within the context of youth entrepreneurship skills in Bauchi State. The findings suggest that the job creation among youth in Bauchi State is crucial despite the significant of environmental support and environmental influence.

Recommendations

Based on the finding of the study, the following recommendations were offered:

1. Its important government and institutions management to entrepreneurship education in schools. Introducing entrepreneurship in schools helps young people to start on time to make up their mind if entrepreneurship is a viable option for them or not. It will also help to discourage drop out as a result of lack of support and choices. When young people are exposed and train in entrepreneurship, this helps to prepare their mindset and help to provide the needed foundation. Introducing entrepreneurship experiences will enable youth to develop the insight needed to discover and create entrepreneurial opportunities; and the expertise to successfully start and manage their own businesses to take advantage of these opportunities
2. Government should establish entrepreneurship skills centers each and every senatorial zone in the State that will help for entrepreneurship training programme regarding job creation through MSMEs in Bauchi State.
3. Despite the fact that the study did not discovered the significant of environmental factors on entrepreneurial intention, but various studies have revealed the significant of such environmental factors over entrepreneurial intention. Therefore, government need to provide conducive environment for the teeming youth to learn various kind of entrepreneurial business so as boost their entrepreneurial intention.

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