

Entrepreneurial Development and Job Creation in Selected Local Government Areas in Enugu State, Nigeria

Dr. Onyeizugbe Chinedu Uzochukwu

Lecturer in the Department of Business Administration
Nnamdi Azikiwe University, Awka, Anambra State, Nigeria
Edu_phd@yahoo.com

Dr. Orogbu Obiageli Lilian

Lecturer in the Department of Business
Administration, Nnamdi Azikiwe University
Awka, Anambra State, Nigeria

Oyigbo Martha Chidiebere

Research Fellow in the Department of Business
Administration, Nnamdi Azikiwe University
Awka, Anambra State, Nigeria

Abstract: *The study was necessitated due to the uninnovativeness of youths in Enugu State which lead to massive unemployment. As a result of this fact unemployment rate continue to increase at an alarming rate in Enugu State yet the firms in Enugu state lack the absorptive capacity of this teeming unemployed populace. The objective of the study is to determine the extent to which innovativeness affects youth empowerment in selected Local Government Areas of Enugu State. Correlation research design was used to conduct the study. The statistical data was analyzed using the Pearson's Product Moment Correlation Co-efficient which establishes the extent of relationship between the dependent and independent variable. The findings showed that innovativeness has no significant relationship with youth empowerment. The researcher recommended among other things that the government should genuinely recognize the essence of entrepreneurship, job creation and innovation to economic development by providing the enabling environment for the youths to be gainful empowered for economic development.*

Keywords: *Entrepreneurial Development, Job Creation, Innovatiness.*

1. INTRODUCTION

Prior to the amalgamation of the Northern and Southern protectorates in 1914 by the colonial masters the different regions of what is today called Nigeria were resourceful. The North had groundnut, the West had cocoa and the South were known for palm produce. Yet in commonality they were engaged in farming activities which made every person to be actively engaged and unemployment unknown. The colonization of Nigeria with its administrative structure and as well its associated engagement of most Nigerians into the white collar job system of earning a living made it possible for the engaged to learn the Whiteman's way of living (Raimi, 2010).

Today, the demand for white collar jobs has increased more than the possible available job opportunities and that has created unexpected unemployment. The recruitment exercise of most ministries, departments and agencies of federal government like that of Nigeria Immigration Service attests to the fact that there is high rate of unemployment in Nigeria. Consequently what strategies to adopt as to tame the high rate of unemployment in the country is now a serious issue. The most potent solution to the problem of unemployment the world over is entrepreneurship but could it also help to create jobs to the teeming unemployed in Nigeria. Will entrepreneurial development create the needed platform for job creation in Nigeria especially in Enugu State?

Indeed, entrepreneurship has grown into a fascinating and an interesting field of study world-wide, given the present fact of increasing uncertainty and instability brought about by globalization and internationalization, competition and rapid Technology change (Udu, and Udu 2015). In terms of concept, different definitions of entrepreneurship exist. For instance, Esomomu, (1998), defines entrepreneurship as the effective manipulation of human intelligence, as demonstrated in a creative and innovative performance. In other words only human beings can be entrepreneurial in nature and such human beings are special as they are creative and innovative, a situation that makes them to be thinking at the higher realm of existence. Tijani-Alawiye, (2004), defines entrepreneurship as the

process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating, innovating and promoting many capable entrepreneurs who can successfully run innovative enterprises, nurture them to grow and sustain them, with a view to achieving broad socio-economic development goals. This expression of entrepreneurship is adopted in this paper as one of the developmental goals is job creation.

To Anyadike, Emeh and Ukah (2012), job creation has emerged as the single most critical economic challenge facing the world today. Creating job as an entrepreneur is a function of mental ability that an individual has to learn on how to strategically scan the environment for the purposes of identifying immediate needs of the society and possibly provide the needed solutions. In the attempt to provide the needed solutions to societal problems; process are set in motion and it is the processes put in motion that open up the opportunities for engagement of human effort called job creation. Jobs are said to be created when firms are established by entrepreneurs and require people with requisite skills to apply for existing vacant positions. As Tijani-Alawiye, (2004), observes entrepreneurs successfully run innovative enterprises, nurture them to grow and sustain them, with a view to achieving broad socio-economic development goals. In essence entrepreneurs through entrepreneurial development create job opportunities.

Enugu was founded in 1909, when Mr. Kikson, a British Mining Engineer, stumbled on a large coal reserves in the Udi ridge while looking for sliver. Lord Lugard, the then colonial Governor, took keen interest in the unexpected discovery and by 1914 the first shipment of coal was made to Port Harcourt. Attracted by the increasing mining activities, Iva valley, coal camp and Asata were established by foreign entrepreneurs and the indigenous labourers. Enugu acquired township status in 1917 and was called Enugwu-Ngwo, but because of the rapid expansion towards areas owned by other indigenous communities, the city was renamed in 1928 to Enugu (Enugu State Tourism Board).

The state is predominantly agricultural with yam, palm produce and rice being their main produce. There is in place an agricultural policy aimed at maximizing its agricultural potentials. Besides coal, new mineral deposits have been discovered in Enugu State. These include limestone, iron ore, crude oil and natural gas etc.

Enugu State has many industries that satisfy both local and international needs: these includes; Enugu Vegetable Oil Products Limited, Nachi, Niger gas Company Limited, Emene, Aluminium Product Limited, Ohebe-Dim, Emenite Ltd, Emene, Premier Cashew Industries Ltd, Oghe, Niger Steels Industries Ltd, Emene, Sunrise Flour Mill Ltd, Emene.

Others are Ebony Paints Ltd, Awknanaw, V.S.A. Livestock Feedmill, Ngwo, Projects Development Agency, Vanguard Industries and the Nigerian Construction and Furniture Company (NCFC), Enugu etc (Enugu State Tourism Board).

The extent local government areas in Enugu state have embraced job creation through entrepreneurial development calls for the present study. It is believed that the outcome of the study will not be biased as to be a representative result of all the Local Government Areas in Enugu State.

The unemployed in Enugu State permanently depend on the Government as the only source of job creator (Anyadike et al 2012). The youths of Enugu State after acquiring entrepreneurial skills in school dump the acquired knowledge which leads to massive unemployment as it is seen in Enugu State where majority of healthy individuals are idle looking up to the government to provide job opportunities to them. As a result of the fact that government at all levels seem to be the sole employer of labour, the unemployment rate continuous to increase at an alarming rate or proportionate to the number of people who graduate from the various institutions of learning in the country. Statistical reports from National Bureau of Statistics and Central Bank of Nigeria for various years show that unemployment rate in Enugu State was 8% in 2006, 14.9% in 2008 and 25.2% in 2011 (Eme, 2014). It is on this platform, that this study seeks for the development of entrepreneurship in order to sustain an economy of high level unemployment reduction especially in Enugu State.

The major objective of this study is to establish the extent of relationship between entrepreneurial development and job creation in selected Local Government Areas of Enugu State. However the specific objective is:

To determine the extent to which innovativeness affects youth empowerment in selected Local Government Areas of Enugu State.

Research Question

To what extent has innovativeness affected youth empowerment in selected Local Government Areas of Enugu State?

Hypothesis of the Study

H_A: There is significant relationship between innovativeness and youth empowerment in selected Local Government Areas of Enugu State.

2. REVIEW OF RELATED LITERATURE

2.1. Conceptual Review

Entrepreneurship has been defined by various authors to mean many things since the middle age (Igbo, 2006). The entrepreneur has been seen as an actor, innovator or a developer of technology. However, the summary of what entrepreneurship means will reflect the individual definer's point of view.

For Inegbehebor (1987), in Akanwa and Akpanabia (2012), entrepreneurship is the willingness and ability of an individual to seek out investment opportunities, establish and run an enterprise successfully.

Esomomu (1998), defined entrepreneurship as the effective manipulation of human intelligence, as demonstrated in a creative and innovative performance.

The National Directorate of Employment (NDE, 1989) in Onyebueke and Ochnongo (2002), sees entrepreneurship to be an art which involves recognizing a business opportunity, mobilizing resources and persisting to exploit that opportunity.

Tijani-Alawiye (2004), defines entrepreneurship as the process of adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs who can successfully run innovative enterprises, nurture them to grow and sustain them, with a view to achieving board socio-economic development goals. It is also the process of bringing together creative and innovative ideas and copying them with management and organizational skill in order to combine people, money and resources to meet an identified need and thereby creating wealth.

Shepherd and Douglas, (1997) in Akanwa and Akpanabia, (2012) Observe that entrepreneurship development is the ability to envision and chart a course for a new business venture by combining information from the functional disciplines and from the external environment in the context of the extraordinary uncertainty and ambiguity which faces a new business venture.

Entrepreneurial development has been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people (Adejumo, 2000).

However, it has to be noted that only business that have been able to adopt and actually practice the principles of creativity and innovation are positively impacting the economy and add value to the life of the people. The only thing that is constant in this world is change. So, if one want to meet his or her steps with the rest of the world then in this scenario it is imperative for him or her to adopt new phenomenon, new methodologies and new technology. In this regard, the phenomena of innovation and creativity is very important. Nowadays, businesses, entrepreneurs and individuals, are adopting the concepts of innovation and creativity. These concepts of innovation and creativity are becoming the central part of the strategies of the business and individuals (Uru and Yozgat 2009).

Creativity is seen as the generation of novel, unique and original ideas that are related to the process and procedures used in the work place (Fills, 2012). Generally, creativity means the conceptualization of objects or ideas that did not previously exist. Creativity can be defined precisely as the mental process that helps generate ideas, that is, it generates a lot of solutions to a specific problem (Bosiak, 2013).

Schumpeter, (1916) in Stevenson (2007), identified innovation as a critical dimension of economic change. He argued that economic change revolves around innovation and entrepreneurial activities. He sought to prove that innovation-oriented organizations or business could provide better results than non-innovation-oriented organizations.

Whereas creativity, talks about the generation of novel, unique and original ideas, innovation is the source of a company's enduring strength. As Bean and Radford (2002) put it, innovation is a company's source of value. The aptitude for innovation and improvement is nothing less than a direct reflection of the organization's ability to change, to adapt to new and competent competitors, to skilfully fit its products and services to the ever-evolving needs of customers. The innovative organization, by its wits, frequently survives, continues and succeeds. It is hard to imagine a witless organization as being innovative. Innovation, therefore, is nothing less than the wellspring of a company's future. The organization bereft of innovation, creativity and ingenuity is an organization on the way down. It may take a long time to exit the stage of commerce completely, but surely it forfeits any claim to a bright and vibrant future.

The foregoing paragraph helps to explain the fundamental reason why there seems to be few individuals who have engaged by the people than the government. When innovation and creativity are absent or less practiced new firms are not established and existing ones do not expand, the resultant effect is lack of employment opportunities.

2.2. Theoretical Framework

This study is anchored on psychological theory of entrepreneurship particularly as it relates to David McClelland (1961) work on Achieving Society. McClelland had postulated that for achievement, which he called achievement motivation (n-ach), by an individual is a precursor of entrepreneurial activities and a strong motivation for engaging in entrepreneurship. McClelland asserted via achievement motivation laboratory experiment about the effect of achievement on people's motivation. From the experiment he observed that most people do not possess a strong achievement based motivation, those who do, display a consistent behaviour in setting goals. The achievement motivation theory was based on the following assumptions

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

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

2.3. Empirical Review

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

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

Anyadike, Emeh and Ukah (2012), they took a study on Nigeria's growing unemployment situation and how it increasingly dwindles the potentials of the country, especially following official figures

from the Bureau of statistics that puts the figure at about 40 million Nigerian youths captured in World Bank statistics in 2009 are unemployed. Having utilized the secondary source data for the paper relying extensively on current articles from ardent scholars on entrepreneurship development and government statistical documentations. The authors concluded that government should make entrepreneurship sellable to the people by inculcating it into the educational curriculum at every strata of the educational sector and also utilize a re-modelled NYSC scheme educate the youths more on the importance, essences and need for entrepreneurship development.

Eme (2014), carried out research on unemployment rate in Nigeria: Agenda for Government. He found out that statistically speaking in the last couple of years, Nigeria's economy is one of the fastest-growing in the world while its people are the most impoverished in real terms. The events of last March 15, where millions of people scampered for about 4500 job vacancies advertised by the Nigeria Immigration Service leading to the death of about eighteen of them in an unwarranted stampede betrays the idiosyncrasy of the Nation's nominal growth without corresponding development. With global unemployment projected to reach over 215 million by 2018, experts fear that Africa, particularly Nigeria's share of the global scourge might increase disproportionately, with attendant unsavoury consequences unless the country immediately adopts pro-active and holistic approach to halt the rising youth unemployment.

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

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

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

Nwachukwu and Ogbo (2012), carried out empirical research on the role of entrepreneurship in economic development: The Nigerian perspective. The aim of the paper is to develop and analyse the contributions of entrepreneurship in the economic development through SME development in Nigeria. A total of 1000 SMEs were randomly selected from a cross section of a population of all SMEs spread around some states of Nigeria. The hypotheses of this research which were tested at 0.05 level of significance using chi-square statistics hinged on indentifying the greatest problem which SMEs face in Nigeria. The researcher found out that SMEs have played and continue to play significant roles in the growth, development and industrialization of many economics the world over. They concluded that promoters of SMEs should thus ensure the availability or possessions of managerial capacity and acumen before pursuing financial resources for the development of the respective enterprise.

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

Okoye, Iloanya and Udunze (2014), carried out research on the extent to which entrepreneurship in Nigeria has helped to reduce youth unemployment. The study revealed that government polices and

initiative has affected the “transformation question”. This is due to the increase of corruption, inadequate and maladministration. They concludes that entrepreneurship country is an engine for job creation, innovation and diversity and that Nigeria’s entrepreneurs have a long way to go before they can effectively drive changes in the economy. They recommends that government should genuinely recognize the essence of entrepreneurship to economic development by providing the enabling environment for the youth to be gainful employed for economic development.

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

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

Snapps and Hamilton (2012) examined the incidence of youth restiveness in the Niger Delta and how restiveness has affected industrial productivity. They found out that the high rate of unemployment, environmental degradation, dislocation of the traditional economy and unfair revenue allocation are some of the factors that have given rise to youth restiveness in the Niger Delta and the country as a whole. They recommended that government should pay special attention to the developmental needs of the Niger Delta through job creation, entrepreneurial development and the enactment of environmentally friendly policies that will preserve its fragile ecology.

2.4. Summary of Review of Related Literature

Nwachukwu and Ogbo (2012) analysed the contributions of entrepreneurship in the economic development through SMEs development in Nigeria. Most of the SMEs in Nigeria are not entrepreneurial in nature as they continue to do the same thing year in year out. Therefore they are not creative and innovative in nature and cannot contribute to the economic development.

Taiwo (2014), found out that in any giving economy, entrepreneurship development always give birth to job creation. However Taiwo’s view may be true but not in all circumstance especially as most entrepreneurial organizations do not engage people other than the owner and some apprentices.

Okoye, Iloanya and Udunze (2014), recommend that government should genuinely recognize the essence of entrepreneurship to economic development by providing the enabling environment for the youths to be gainfully employed for economic development. On the contrary the government doesn’t recognize the importance of entrepreneurship to economic development and do little or nothing to improve entrepreneurial development.

Asad, Ali and Islam (2014), they examined the need to reduce unemployment through entrepreneurship in Pakistan. Their research work was carried out in Pakistan therefore given the level of infrastructure and corruption; one wonders whether the result would be the same if replicated in Nigeria.

Ebiringa (2012), examined entrepreneurship development and growth of enterprise in Nigeria and he ground out that several government policy interventions aimed at stimulating entrepreneurship development via small and medium scale enterprises in Nigeria have failed. The government make polices that are too rigid or demanding on the new entrepreneur which makes things difficult for an entrepreneur to carried out his business ideas till they mature. There by making most of them to abandon the business because they can’t meet up with the demands.

3. DATA ANALYSIS

The study adopted correlation survey design and attention was paid to the variables of study which are entrepreneurship (independent variable) measured with entrepreneurial skills and the dependent variables such as job creation (new venture creation, expansion of existing firms and creation of new

markets) and innovativeness constructed as development of new products/services, new methods of doing things, and modification of existing products/services and as well technology. The study is delimited to six Local Government Areas in Enugu State Nigeria. The Local Government Areas are as follows: Enugu South, Ezeagu, Igbo-Etiti, Nsukka, Udi and Nkanu East. The total population of the study was 741422.

Table1. *Population of the Study*

S/N	Local Government Areas	Total Population
1.	Enugu South	114859
2.	Ezeagu	98950
3.	Igbo-Etiti	120833
4.	Nsukka	179480
5.	Udi	138217
6.	Nkanu East	89083
	Total	741422

Source: *Ministry of Local Government Matters Enugu State.*

The sample size was determined using Taro Yamane’s formula as follows:

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

Where n = sample size; N = Total population; e = error margin

Substituting in the formula, we have

$$n = \frac{741422}{1 + 741422(0.05)^2}$$

$$= 400$$

Thus, the sample size is 400 of the 6 Local Government Areas in Enugu State.

However, the proportion of the questionnaire to be administered to each Local Government Area will be determined using the Bowley’s proportional allocation formula.

Thus,

$$nh = \frac{n \times Nh}{N}$$

Where, nh = number of questionnaire allocated to each Local Government Areas.

n = total sample size

Nh = number of youths in each Local Government Area

N = population size

Table2. *Questionnaire allocation to each Local Government Area*

S/N	Local Government Area	Population	Questionnaire Allocated
1.	Enugu South	114859	62
2.	Ezeagu	98950	53
3.	Igbo-Etiti	120833	65
4.	Nsukka	179480	97
5.	Udi	138217	75
6.	Nkanu East	89083	48
	Total	741422	400

Source: *Field Survey 2015*

3.1. Sources of Data

The major source of data for the study is the primary source. The primary source made use of questionnaire to collect information regarding entrepreneurship, job creation and innovation as

Entrepreneurial Development and Job Creation in Selected Local Government Areas in Enugu State, Nigeria

variable tools for youth empowerment. The collected information had not been used by any other researcher, scholar or another and therefore remains original to the present study and researcher.

However, overt attempts were made to compliment the primary data with the secondary information got through literature review.

The instrument for data collection was the questionnaire. The questionnaire is divided into two sections. The first section sought for demographic information from the respondents while the second section generated information relating to the statement of problem, objective and research question. The questionnaire was designed using the Likert five point scale ranging strongly agree to strong disagree.

Reliability was tested using test-retest method. Reliability was also statistically determined using Pearson Correlation Coefficient.

Table3. Reliability Test Table

S/N	Pretest Responses	Post-test Responses	$x - y = di$	di^2
1.	52	50	2	4
2.	45	46	-1	1
3.	39	42	-3	9
4.	44	46	2	4
5.	47	44	3	9
6.	36	38	-2	4
7.	43	40	3	9
8.	45	47	-2	4
9.	30	28	2	4
10.	31	30	1	1
				49

Source: Field Survey 2015

$$1 - \frac{6\sum di^2}{n(n^2 - 1)}$$

$$= 1 - \frac{6(49)}{10(10^2 - 1)}$$

$$= 0.7$$

Upon testing the reliability of responses to the items in the test instrument using correlation analysis a figure of 0.7 was obtained which shows that the instrument is reliable.

3.2. Method of Data Analysis

The Pearson’s product moment correlation coefficient was employed in analyzing the statistical data with the aim of establishing the strength of relationship between the dependent and independent variables. The test applied 95% confidence interval reliability and 5% level of significance.

4. DATA PRESENTATION AND ANALYSIS

The data for the analysis is presented and analyzed in line with research hypothesis using appropriate testing statistic. In this case the method of data analysis, the Pearson’s product moment correlation coefficient was used as appropriately defined in method of data analysis. Using the statistic as stated, the hypothesis was tested accordingly.

To accept each item, mean of responses (\bar{x}) must be greater than mean of weighs (μ), otherwise, the item is rejected.

$$\mu = \frac{5 + 4 + 3 + 2 + 1}{5} = \frac{15}{5} = 3$$

Di = Decision
 Ai = Accept
 R = Reject

S/N	Question Item	Responses							
		SA	A	D	SD	UD	n	\bar{X}	Di
	Research Question: To what extent has innovativeness affected youth empowerment in selected Local Government Areas of Enugu State?	5	4	3	2	1			
	Entrepreneurial development (innovativeness)								
1.	Existing firms in Enugu State usually exit with the death of the owners.	97	67	67	56	-	287	3.71	Ai
2.	Firms in Enugu State are not able to introduce new products/services.	73	70	80	62	2	287	3.52	Ai
3.	Firms in Enugu State don't learn new methods of doing things	90	33	65	65	34	287	3.28	Ai
4.	Firms in Enugu State are not creating new markets	81	99	50	41	16	287	3.66	Ai
5.	Firms in Enugu State usually come up with new ideas and dreams.	108	72	48	50	9	287	3.77	Ai
	Job Creation (youth empowerment)								
6.	Established firms in Enugu do not expand as to create new job opportunities	74	78	60	50	25	287	3.44	Ai
7.	New sustainable firms are not created in the L.G.As within Enugu State.	65	70	50	86	16	287	3.29	Ai
8.	Firms in Enugu State are not creating new industries.	95	95	26	71	-	287	3.75	Ai
9.	Youths in Enugu State lack entrepreneurial vision as it affects business establishment.	77	103	75	23	9	287	3.75	Ai
10.	Entrepreneurial mind set is absent among the unemployed youths in Enugu State.	30	43	100	88	26	287	2.17	R

Table4. Distribution and Response of the Questionnaire

S/N	Local Government Area	No. Distributed	No. Returned	% of Returned
1.	Enugu South	62	47	12.2%
2.	Ezeagu	53	45	11.7%
3.	Igbo-Etiti	65	50	13%
4.	Nsukka	97	55	14.3%
5.	Udi	75	52	13.5%
6.	Nkanu East	48	38	9.9%
	Total	400	287	74.6%

Source: Field Survey 2015

From table 4, 400 questionnaires were distributed to the various LGAs and only 287 respondents returned their completed questionnaire given 74.6% returned response.

S/N	X	Y	X ²	Y ²	XY
1.	153	110	23104	12100	16720
2.	135	136	18225	18496	18360
3.	164	123	26896	35344	30832
4.	143	142	20449	20164	20306
5.	123	130	15129	16900	15990
6.	180	91	32400	8281	16380
7.	180	98	32400	9604	17640
8.	190	97	36100	11236	20140
9.	180	98	32400	9604	17640
10.	73	188	5329	35344	13724
Total	1520	1287	242432	177073	187732

Source: Field Survey, 2015

Product moment correlation coefficient (r) calculated

$$r = \frac{N\sum xy - (\sum x)(\sum y)}{\sqrt{[N\sum x^2 - (\sum x)^2][N\sum y^2 - (\sum y)^2]}}$$

Where:

- N = Number of pairs of scores
 $\sum xy$ = Sum of the products of paired scores.
 $\sum x$ = Sum of x scores
 $\sum y$ = Sum of y scores
 $\sum x^2$ = Sum of squared x scores
 $\sum y^2$ = Sum of squared y scores

$$r = \frac{10(187\ 732) - (1520)(1287)}{\sqrt{[10(242432) - (2,310,400)][10(177073) - (1656369)]}}$$

$$r = -0.691429836$$

5. SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1. Summary of Findings

After the analysis of collected data, the following was discovered:

The result from the Pearson's Product Moment Correlation shows negative (-0.69). This means that there is no significant relationship between innovativeness and youth empowerment in Enugu State. The implication is that though innovativeness is seen in Enugu State in some respects it is still insignificant as to help reduce the high rate of unemployment in Enugu State.

5.2. Discussion of Findings

The study discovered that there is no significant relationship between innovativeness and youth empowerment in selected Local Government Areas of Enugu State. This is in agreement with the observation of Baba (2013), when he said that in this era of shrinking economic activities, government should endeavour to provide the necessary infrastructure required for skills acquisition among it's citizenry because without technological skills, entrepreneurial spirit which drives economic development through job creation will be lacking. Thus when the youths are not adequately empowered they cannot be creative or innovative in nature.

Salam (2013), supports the view of Baba (2013) when observed that unemployment in Nigeria is a time bomb waiting to explode if effective interventions are not put in place to mitigate the unsavoury impact of high youth unemployment. He was of the view that adequate attentions should be focused on the creation of enabling socio-economic and political environment that can galvanize a culture where the youths think job creation away from the mindset of job seekers.

5.3. Conclusion

There is no significant relationship between innovativeness and youth empowerment in Enugu State as shown by the negative result of -0.69. Therefore the type of innovativeness that would help to empower the youths should be such that will not only have national outlook but as well international outlook, this indeed is absent in Enugu State of Nigeria. The rate youth unemployment in Nigeria is endemic is stating the obvious. What will happen to the "transformation Agenda." Most importantly the outcome of unemployment has led to security challenges, poverty, wars, and lots of social vices. This is considering the fact that about 70% of the entire Nigeria's 150 Million populace are youths whose about 71% are unemployed majorly graduates who are from 20 years and above, affecting adversely the workforce utility of the country. It's also a pity that these youths and graduate who are qualified, willing and able to work cannot find a job and as such earns nothing. The purpose of entrepreneurship was to reduce unemployment through self-employment, thereby making Nigeria rich and powerful economy. As obvious as it is that entrepreneurship is the magic wand that can change

the story overtime, yet government inability to provide an enabling environment, infrastructure, investment policies and education advance has made this journey a difficult one. However many scholars, commentators and observers have argued that lack of capital is what drives very many people who are unemployed and wants to be self-reliant and self-employed hence inadequate access to loan schemes couple with the issue of collateral and high interest rate on loan from financial institutions, and others arguing that the problem is lack of managerial prowess and the zeal and will to take risks. The government should genuinely recognize the essence of entrepreneurship, job creation and innovation to economic development by providing the enabling environment for the youths to be gainful empowered for economic development. Government must ensure necessary modifications in the educational system in the country that would make graduates to be employers of labour and self-employed, instead of looking for scare job opportunities. The acquisition of the right skills to fit the various needs of the society is imperative.

5.4. Recommendations

In the light of the findings; the following were recommended.

- That the government should genuinely recognize the essence of entrepreneurship, job creation and innovation to economic development by providing the enabling environment for the youths to be gainful empowered for economic development.
- The unemployed youths in Enugu State should be encouraged to embrace entrepreneurial spirits and behaviour devoid of imitation and vocational inclinations.
- Government must ensure necessary modifications in the educational system in the country that would make graduates to be employers of labour and self-employed, instead of looking for scare job opportunities. The acquisition of the right skills to fit the various needs of the society is imperative.
- To effectively deal with the unemployment situation in the country, the government must also exigently attend to the nagging issue of infrastructural deficits in the country, especially that of power supply. The national economy need a strategic diversification from oil and gas to agriculture, aviation, tourism, manufacturing and these should become the real engine of growth and employment generation to drastically reduce unemployment ratio in the country to the barest minimum.

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AUTHORS' BIOGRAPHY



Dr. Orogbu Obiageli Lilian is a Lecturer and currently the Head of Department in the Department of Business Administration, Faculty of Management Sciences, Nnamdi Azikiwe University, Awka, Anambra State, Nigeria. She has Ph.D in Business Management and also has authored and co-authored so many scholarly publications and books.



Dr. Onyeizugbe Chinedu Uzochukwu is a lecturer in the Department of Business Administration, Faculty of Management Sciences Nnamdi Azikiwe University, Awka, Anambra State, Nigeria. He has his Ph.D in Business Management and two Masters Degree (M.Sc and MBA) in the same field. He has authored and co-authored so many international publications and scholarly books.

Oyigbo Martha is a researcher in the Department of Business Administration, Faculty Management Sciences, Nnamdi Azikiwe University, Awka, Anambra State, Nigeria. She is currently doing her Masters Degree in the Department.