



EFFECT OF ENTREPRENEURSHIP EDUCATION ON PERFORMANCE OF SMALL AND MEDIUM SCALE ENTERPRISE IN ENUGU STATE

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ABSTRACT: *The study focuses on effect of entrepreneurship education on performance of small and medium scale enterprise in Enugu State, Nigeria. The study sought to determine effect of employee training on performance of small and medium scale enterprise in Enugu State and ascertain the factors hindering Entrepreneurship education in Nigeria. The study had a population size of 2368, out of which a sample size of 341 was realised using taro yamene's formula at 5% error tolerance and 95% level of confidence. Instrument used for data collection was primarily questionnaire and interview. Out of 341 copies of the questionnaire that were distributed, 310 copies were returned while 31 were not returned. The descriptive survey research design was adopted for the study. The hypotheses were tested using Pearson chi-square and simple linear regression statistical tools. The findings indicated that employee training significantly and positively improve small and medium scale enterprise in Enugu State ($r = .746$; $F = 467.493$; $t = 6.019$; $P < 0.05$). Inadequate infrastructure, insecurity and lack of training/vocational facilities are the factors that hinder entrepreneurship education in Nigeria ($X^2_c = 39.016 > (X^2_t = 9.49$; $p < 0.05$). The study concluded that entrepreneurship plays a crucial role in the economic growth and development of any nation. .The study recommended that Small and medium enterprise should always send their employee on training in order to empower to carryout the organizational task for the sustainability of small and medium scale enterprise in Nigeria*

KEYWORDS: *Entrepreneurship Education , Small and Medium Scale Enterprise, Performance and Employees Training.*

INTRODUCTION

In the beginning, entrepreneurship started when people produced more products than they needed, as such, they had to exchange these surpluses. For instance, if a blacksmith produced more hoes than he needed, he exchanges the surplus he had with what he had



not but needed; maybe he needed some yams or goat etc. he would look for someone who needed his products to exchange with. By this way, producers came to realize that they can concentrate in their areas of production to produce more and then exchange with what they needed. So through this exchange of products, entrepreneurship started. A typical Nigerian entrepreneur is a self made man who might be said to have strong will to succeed, he might engage the services of others like; friends, mates, in -laws etc. to help him in his work or production. Through this way, Nigerians in the olden days were engaged in entrepreneurship.

Entrepreneurship is the manifest ability and willingness of individuals, on their own, in teams, within and outside existing organizations, to: –perceive and create new economic opportunities (new products, new production methods, new organizational schemes and new product-market combinations) and to –introduce their ideas in the market, in the face of uncertainty and other obstacles, by making decisions on location, form and the use of resources and institutions. Entrepreneurship is “at the heart of national advantage” (Porter,1990). It is of eminent importance for carrying out innovations. Concerning the role of entrepreneurship in stimulating economic growth, many links have been discussed. Both the role of the entrepreneur in carrying out innovations and in enhancing rivalry is important for economic growth (Wennekers &Thurik, 1999)

An increase in the number of entrepreneurs leads to an increase increased in economic growth, because entrepreneurship is increase recognized as a primary engine of economic growth (Henderson, 2007). The primary concern of the entrepreneur is to create something new, involving the motivation to overcome obstacles, the willingness to run risks, and the desire for personal prominence in whatever is accomplished. A strong need to build something and to feel that what was build is due to personal efforts is a primary motivation. Therefore, by combing new and existing resources with innovative ideas, entrepreneurs add value through the commercialization of new products, the creation of new jobs and the building of new firms. It has been asserted that nations with higher levels of entrepreneurial activity enjoy strong economic growth because entrepreneurs are the link between new ideas and economic growth (Afolabi ; 2010).

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Entrepreneurship education inculcates in its recipients, entrepreneurial competencies and skills geared towards focusing their minds towards self-reliance and self-employment. On the directive of the Federal Government of Nigeria, most tertiary institutions in recent times have incorporated entrepreneurship education into their curricula as a means to stimulate self-reliance and self-employment in the society

Most economies now support entrepreneurship education, so as to achieve objectives such as encouraging the citizens to demonstrate positive attitude towards self-employment, identify viable business opportunities, portray a desire to venture into business, demonstrate managerial skills for running successful enterprises, encourage new start-ups and other entrepreneurial ventures (Njoroge and Gathungu, 2013)

Statement of the Problem

Entrepreneur is the reformer, re-revolutionizer and the Kingpin of the economic growth process. He is the propeller of change and a catalyst. Therefore, development does not occur spontaneously as a natural consequence when economic conditions are in some sense right, a catalyst or agent is needed, and this requires entrepreneurial activity. The economic development or under-development is the reflection of the abundance or scarcity of entrepreneurship in any society.

Entrepreneurship development via small and medium scale enterprises promotion, based on technology transfer strategy, have failed to achieve the desired goals as it led to the most indigenous entrepreneurs becoming distribution agents of imported products as opposed to building in-country entrepreneurial capacity for manufacturing, mechanized agriculture and expert services

Another obstacle to the modernization of small industries are the persistence of a low level of technology, the shortage and inadequate entrepreneurial skills of operators and the absence of an effective management techniques. Their low product quality makes it difficult for them to compete in technologically driven, knowledge based and export oriented globalize economy. There is therefore the need to tap the considerable R&D efforts that take place at universities, polytechnics, monotronics and other public and private sector research institutions through increased commercialization or technology transfer of research results



Objective of the study

The main objective of this study is to assess the effect of entrepreneurship education on Performance of small and medium scale enterprise in Enugu, Nigeria. The following are the specific objectives of the study:

- i. To determine effect of employee training on performance of small and medium scale enterprise in Enugu State
- ii. To ascertain the factors hindering Entrepreneurship education in Nigeria

Research Questions

The research is designed to provide answers to the following questions

- i. What is the effect of employee training on performance of small and medium scale enterprise in Enugu State
- ii. What are the factors hindering Entrepreneurship education in Nigeria

Research Hypotheses

two hypotheses have been formulated to guide the study. They are as follows:

- i. Employee training significantly improve small and medium scale enterprise in Enugu State
- ii. inadequate infrastructure, insecurity and lack of training/vocational facilities are the factors that hinder entrepreneurship education in Nigeria

REVIEW OF RELATED LITERATURE REVIEW

Conceptual framework

Entrepreneurship

Gana (2001) defines entrepreneurship as the willingness and ability of an individual to seek out investment opportunities in an environment, and be able to establish and run an enterprise successfully based on the identified opportunities

Entrepreneurship involves taking chances, but new businesses do not emerge by accident (Egelhoff, 2005). They are usually founded as a result of motivated entrepreneur gaining access to resources and finding niches in opportunity structures. Hence, entrepreneurship could be seen

as the process of identifying and exploiting unique business opportunities that stretch the creative capacities of both private and public organizations. Sue and Dan (2000) argue that



entrepreneurship is influenced by genetic power, family background and economic environment. Since economic environment could support or suppress entrepreneurship, governments world

over undertake to develop macroeconomic policies that focus mainly on providing access to resources and support services to individuals and organizations that display flair for expanding their business horizons

EDUCATION

Education provides technical competence and mastery of analytic tools to future entrepreneurs and others who will participate in activities related to innovation and growth. Education can stimulate creativity and imagination and facilitate their utilization.

Entrepreneurial education has also been defined in terms of creativity and innovation applied to social, governmental, and business arenas (Gottleib and Ross, 1997). Education is one way by which entrepreneurial spirit can be fostered and the increased consensus related to the convenience of incorporating entrepreneurship to universities programs

Importance of Entrepreneurial Education in Universities

- i. Develop entrepreneurship and develop an entrepreneurial culture with the purpose of fostering economic growth through the creation of new firms and employmen
- ii. Change the attitude towards the entrepreneurship function, the entrepreneur, and the entrepreneur's image among students.
- iii. To generate job for others.
- iv. Develop and stimulate the entrepreneurial skills, producing in the mid and long term, a generation of new and better trained entrepreneurs, well informed about when, where, with whom, and how to start a new business.
- v. Prepare students for a dynamic labor market where entrepreneurial skills are valued and looked for by large companies.
- vi. Contribute to the development of intrapreneurs.



Roles of Entrepreneurship Education in Economic Empowerment and Development in Nigeria

The introduction of Entrepreneurship education in Nigerian tertiary institutions is actually a direct response to the changing socio-economic and political conditions in the world and Nigeria in particular

According to Ewubare (2010), Entrepreneurship education programme can equip students with entrepreneurial skills that will enable them create and develop enterprises in various areas. The emphasis here is that the programmes have a way of shifting the focus of students from paid employment to self-employment. During the colonial era, people were trained to work for the colonial masters and as such, their education was patterned towards such. Immediately after independence the emphases of our education system was after paid employment (Akpomi, 2009). Another role of Entrepreneurship education is that it has the tendency of equipping and making students experts in the production of certain items. The curriculum framework of this programme has been designed such that individuals will be able to channel their creative abilities and skills to an area or areas of interest. The interest area may be barbing, soap making, farming and so on (Agoha, 2011).

The knowledge of Entrepreneurship education helps the students to gain information that will help to boost teaching and learning (Agoha, 2011). Entrepreneurship education builds the spirit of being entrepreneurs in the minds of the students. Thus, Entrepreneurship education has a way of discouraging laziness and idleness among our teeming population. Most people that are idle today or probably lazy are those that seem to know little or nothing about entrepreneurship. That is, what it takes to develop business plans, start and manage businesses.

Challenges of Entrepreneurship Development in Nigeria

There are wide range business opportunities that are not given much attention by both the government and the entrepreneurs. Such businesses include organized trans-Sahara trade; solid minerals, solar energy, waste disposal and recycling; tourism; garment exports, medium tech equipment, mechanized agriculture, food/materials processing, industrial chemicals and supplies among others. Most of these activities tap directly into agriculture,



local knowledge/skills and trade which are the main activities for an average Nigerian (Sagagi, 2005).

There are a number of problems limiting the growth of small and medium size businesses in Nigeria, ranging from limited financing and support; inadequate infrastructure, insecurity and lack of training/vocational facilities are believed to be responsible for slow business creation and growth in the country. Lack of basic infrastructure and security crippled small businesses in Nigeria. Thus, poor road networks, irregular electricity and water supply continued to make the cost of doing businesses extremely high in Nigeria. Insecurity of lives and property also take its toll on businesses. In particular, business owners in the southern part of the country attribute low business growth to the high incidences of robbery and theft in their communities.

Entrepreneurship and Economic Development in Nigeria

A nation economic development depends on the successful entrepreneurship combined with the forces of established corporation. Martin Career (2002) wrote that “In the theory of Economic

Development”, Schumpeter stated the responsibility of the entrepreneurs as prime cause of economic development. He explained how large firms outstands the smaller firm in innovation

and appropriation process through strong feedback loop from innovation to increased research and development activities. Entrepreneurs are significant because they have important effect on world economy, Wickham (2004). An entrepreneur is an innovator, someone who transforms innovations and ideas into economically viable entities; independent of whether in the process she creates or operates a firm (Baumol, 1993). However, when the firm has been created, sometime they do not meet a practicable sustainability; they are often times faced with problems and when the problems happen, the entrepreneurship is logically affected not only economically but also mentally and emotionally. Entrepreneurship occupies an important place in the process of economic development as a result it has become a key concept in social and human development discourse; it is considered to be a factor of economic and human development (Abubakar, 2010).



THEORITICAL REVIEW

Modern Growth Theory

While Smith, Schumpeter, and Jacobs all shed light on the functioning of the economy and the entrepreneurial process, none provided a testable model incorporating growth and entrepreneurship. The modern growth literature provides a framework for developing such a model. Solow (1957) developed a growth model capable of distinguishing between shifts in the aggregate production function due to technical change and movements along the curve due to increases in capital stock. Solow calculated that one eighth of US income growth was attributable to increases in capital, with the remainder—the vast majority—“attributable to technical change.” However, this Solow residual contains more than technical change: changes in human capital, institutions, lending, and entrepreneurship, are contained within the residual. Later papers remedied these deficiencies by building on Solow’s framework, which has remained a workhorse for generations

Arrow (1962) incorporated human capital via a learning by - doing process. His model embedded the stock of knowledge within a heterogeneous, time - indexed capital stock, so that a unit of capital created in a given time period produces more output than capital produced in previous periods. Because increases in knowledge are manifested in more productive capital, capital investment in the current period also increases the stock of knowledge. This increase in knowledge makes capital produced in later periods more productive than it would otherwise be. Because of this external effect, the benefits of investment are not fully captured by investors —leading to an inefficiently low level of investment. While the model assumes homogenous labor, Arrow comments that “the [exogenous] growth rate of the labor force incorporates qualitative as well as quantitative increase.” Left untouched is the potential for endogenous “qualitative increases” based on agents’ choice of non-productive human capital investment in place of labor or leisure

Emperical Review

Yusuf (2017) did a study on influence of entrepreneurship education, technology and globalisation on performance of SMEs in Nigeria. Small and medium enterprises (SMEs) are thus an important tool to achieve this. How therefore can acquisition of entrepreneurship



education skills; adoption and use of technology; and globalisation through improved cross - border transactions enhance performance of SMEs, bring about economic recovery, and thus help to ameliorate the economic challenges. Cross-sectional survey research design was adopted for the study. The instrument consisted of forty items on a five -point Likert rating scale, which was administered on four hundred owners/managers of manufacturing SMEs sampled using cluster, proportionate and random sampling procedures from six selected states across all the geo-political zones of Nigeria. Mean and standard deviation were used to answer three research questions. Linear regression was used to test the three null hypotheses at 0.05 level of significance. The results indicated that acquisition of entrepreneurship education skills; adoption and use of technology devices and platforms, as well as, globalisation enhance productivity and profitability of SMEs in Nigeria. It is concluded that for manufacturing SMEs to operate competitively, profitably and significantly contribute to the economic recovery and growth of Nigeria, they need to continuously acquire newer entrepreneurial skills; adopt and use innovative modern technologies; and have an internationalized profile

Oseni (2017) did a study on the relevance of entrepreneurship education to the development of micro, small and medium enterprises (msmes) in nigeria. This study assessed the state of entrepreneurship education and the impact on the development of Micro, Small and Medium Enterprises (MSMEs) in Nigeria. The study observed an insignificant correlation between the existing Nigerian educational system where entrepreneurship education is optional and restricted to only tertiary institutions and entrepreneurship development . It also observed that the withdrawal of entrepreneurship education from the nation's tertiary educational curriculum would be of little or no effect on the efforts in curbing employment in Nigeria. The paper puts to test, the preceding assertions with the aid of Kruskal Wallis test. From the test, the paper refutes the former assertions on the reasoning that their P-values were less than 5% level of being deemed to be significant. Based on its findings, the study therefore concludes that for entrepreneurship education to be effective in addressing unemployment in Nigeria, it should be incorporated into the nation 's educational system right from secondary school.



Adeoye (2015) examined the effect of entrepreneurship in fostering economic growth and development. The methodology adopted was the narrative-textual case study (NTCS) method, which is preferred because of the absence of sequential data related to entrepreneurship and sustainable economic growth in Nigeria. However, interviews were also conducted. We used simple percentages, graph and chart in analyzing and interpreting the collated secondary data.

We found that Nigeria's economy has continued to grow over the last decade-with the real GDP growth rate hovering around 7%. It was also found that entrepreneurship can enhance economic growth and development primarily by generating employment and foster the growth of micro, small and medium enterprises in Nigeria. We recommend that there should be proper policy coordination and policy stability; reforms in the educational curriculum to prepare students for self-reliance; and fixing the power sector Nigeria's basic infrastructure. When we have flourishing micro, small and medium enterprises (MSMEs), gainful employment will be created, wealth created will be distributed evenly and economy is developed.

Igomu, Elaigwu, Apochi, Ajah (2018) did a study on the extent of relationship between entrepreneurship education and economic growth of Benue State. A critical examination of educational sector in Nigeria shows that efforts have been made by tertiary institutions in providing enabling environment towards entrepreneurship education in Nigeria, but little has been done in the area of entrepreneurship education with the escalating rate of unemployment of 14.2 % and poverty rate of 33.1% National Bureau of Statistics, 2016 ravaging the Country. The above are attributed mainly to faulty curriculum development, lack of sufficient and skilled manpower, poor state of infrastructure, faulty foundation, inadequate or outright lack of funding, hasty preparations and poor teaching methodology. Descriptive survey design was adopted for the study and a population of 1,325 final students drawn from the seven tertiary institutions in Benue State was used for the study. Data were collected for the study using a validated questionnaire structured on a 5-point rating scale. With the aid of Statistical Package for Social Sciences (SPSS 20.0), the study employed the simple regression analysis to analyze the data. The findings of the study revealed that entrepreneurship education (academic skills and competency) is positive and insignificantly correlated with standard of living and innovation in Benue State. Based on the



findings, it is therefore recommended that entrepreneurship education should be accorded the necessary attention and support by all the institutions for immediate improvement in its overall performance of Benue State and that entrepreneurship education in Benue State should be should be regarded as the beautiful bride that State and the Nation must be prepared to spend much on intellect, time, money, political will, honesty, dedication, sustained effort, and related human and material resources.

Money and Edjore (2016) carryout a study on the impact of Entrepreneurship growth in the development of the Nigerian Economy using two sample cities of Warri and Ughelli in Delta State. The paper used primary and secondary data to generate the information. The methodology employed was the Narrative Textual Case Study (NTCS) method, while non-probability and convenience sampling technique was used to select the sample size. The data gathered were analysed using percentages, autocorrelation (Dubin Watson technique) and Chi-square test statistics were used to test for the level of significance and validity. The research findings were; entrepreneurship growths encourage wealth creation and create employment; increase in entrepreneurship development increases GDP growth rate while one of the recommendations is for entrepreneurs to be encouraged to form clusters groups to developed new comers entrepreneurs

RESEARCH METHODOLOGY

The study was carried out primarily through the survey method and interview of employees of AKA OLU DI NMA and St Joseph vocational school in Enugu state in Nigeria. Secondary data were obtained through books, journals, and internet. A sample size of 341 was obtained from the population of 2368 at 5% error tolerance and 95% degree of freedom using Taro statistical formular. 310 (91%) of the questionnaire distributed were returned while 31 (9%) of the questionnaire distributed were not returned / mutilated. The questionnaire was designed in likert scale format. The researcher conducted a pre-test on the questionnaire to ensure the validity of the instrument. The reliability test was done using test-retest method with the help of spearman ranking correlation coefficient. The result gave a reliability coefficient of 0.88, indicating a high degree of internal consistency. Data collected were presented in frequency tables. Simple linear regression and Pearson chi-square statistical tools were used to test the hypotheses.



Data Analysis and Discussion

The data obtained from the field were presented and analyzed with descriptive statistics to provide answers for the research questions while the corresponding hypotheses were tested with Pearson’s chi-square and Linear regression at 0.05 alpha level.

What is the effect of employee training on performance of small and medium scale enterprise in Enugu State

Table 1: Coded Responses on employee training on performance of small and medium scale enterprise

s/no	Questionnaire items	S.Agree /Agree	Disagree /S.Disagree	Undecided	
		Freq	Freq	Freq	Total (Freq)
1	Training equip employees with necessary skills to carry out their task effectively	275	15	20	310
2	Training ensure that employees embrace the new technology that promote performance of small and mdium scale enterprises	306	2	2	310
	TOTAL	581	17	22	620

Source: fieldwork 2017

According to table (1) based on aggregate response 581 (94%) indicated strongly agree, 17(3%) indicated disagree while 22 (3%) indicated undecided. This implies that employee training significantly and positively improve small and medium scale enterprise in Enugu State

Table 2:Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.746 ^a	.556	.555	.51178	.129



- a. Predictors: (Constant), Employee training
b. Dependent Variable: Small and medium scale enterprise

Table 3 :ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	122.447	1	122.447	467.493	.000 ^b
	Residual	97.697	373	.262		
	Total	220.144	374			

- a. Dependent Variable: Small and medium scale enterprise
b. Predictors: (Constant), Employee training

Table 4:Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.957	.157		6.109	.000
	Employee training	.747	.035	.746	21.622	.000

- a. Dependent Variable: Small and medium scale enterprise

R = .746
R² = .556
F = 467.493
T = 6.019
DW = .129

Interpretation:

The regression sum of squares (122.447) is greater than the residual sum of squares (97.697), which indicates that more of the variation in the dependent variable is explained by the model. The significance value of the F statistics (0.000) is less than 0.05 which means that the variation explained by the model is not due to chance. The significance of the F



value indicates that, overall, the model statistically significantly predicts the outcome variable. In other words, it is a good fit for the data.

R, the correlation coefficient which has a value of 0.746, indicates that there is a positive relationship between Employee training and Small and medium scale enterprise. R square, the coefficient of determination, shows that 55.5% of the variation in Small and medium scale enterprises explained by the model.

With the linear regression model, the error of estimate is low, with a value of .51178. The Durbin Watson statistics of 0.129, which is not more than 2, indicates there is no auto correlation.

Employee training coefficient of 0.746 indicates a positive significance relationship between employee training and Small and medium scale enterprise, which is statistically significant ($t = 6.109$). Therefore, the null hypothesis should be rejected and the alternative hypothesis accordingly accepted. Thus, employee training significantly and positively improve small and medium scale enterprise in Enugu State

What are the factors hindering Entrepreneurship education in Nigeria

Table 5: Coded Responses on factors hindering Entrepreneurship education in Nigeria

s/no	Questionnaire items	S.Agree /Agree	Disagree /S.Disagree	Undecided	
		Freq	Freq	Freq	Total (Freq)
1	Lack advance technology hinder entrepreneurship education	280	20	10	310
2	lack of training/vocational facilities limit activities of entrepreneurship education	290	14	6	310
	inability to build it in curriculum hinder it development	300	5	5	310
	TOTAL	770	39	21	930

Source: fieldwork 2019



According to table (5) based on aggregate response 770 (83) indicated strongly agree, 39(4%) indicated disagree while 21 (3%) indicated undecided. This implies that Inadequate infrastructure, insecurity and lack of training/vocational facilities are the factors that hinder entrepreneurship education in Nigeria

Table 6: Chi-Square Tests computed from the frequency cross tabulation

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	39.016(a)	4	.061
Likelihood Ratio	10.996	4	.027
Linear-by-Linear Association	4.911	1	.027
N of Valid Cases	930		

Table 6 is the output of the computed Chi-Square values from the cross tabulation statistics of observed and expected frequencies with the response options of agree and disagree based on the responses of the research subjects from the selected organisation. Pearson Chi-Square computed value ($X^2_c = 39.016$) is greater than the Chi-Square tabulated value ($X^2_t = 9.49$) with 4 degrees of freedom (df) at 0.05 level of alpha ($X^2_c = 39.016$, $p < .05$)

Decision Rule

The decision rule is to accept the alternate hypothesis if the computed Chi-Square value is greater than tabulated Chi-Square value otherwise reject the null hypothesis.

DECISION

Since the Pearson Chi-Square computed $X^2_c = 39.016$ is greater than Chi-Square table value $X^2_t = 9.49$, the null hypothesis is rejected and alternate hypothesis is accepted. Thus, we conclude that Inadequate infrastructure, insecurity and lack of training/vocational facilities are the factors that hinder entrepreneurship education in Nigeria



Summary of findings

The findings at the end of this study include the following

- i. Employee training significantly and positively improve small and medium scale enterprise in Enugu State ($r = .746$; $F = 467.493$; $t = 6.019$; $P < 0.05$)
- ii. Inadequate infrastructure, insecurity and lack of training/vocational facilities are the factors that hinder entrepreneurship education in Nigeria ($X^2_c = 39.016 > (X^2_t = 9.49; p < 0.05)$)

CONCLUSION

Entrepreneurship plays a crucial role in the economic growth and development of any nation. There is a veritable link between entrepreneurship development and economic development. Entrepreneurship entails identifying, utilizing and maximizing profitable business opportunities in a sustainable manner that can foster the economic growth and development. Small scale industries are regarded as the driving force of economic growth, job creation and poverty reduction in developing countries. Many enterprises are facing a major problem like lack of reliable and stable economic infrastructure, reduced credit inflow and technological obsolescence would have led inferior quality and low productivity. Technology development should be emphasized in the light of global competition. Financial infrastructure needs to be broadened and adequate inflow of credit to the sector be ensured taking into consideration the growing investment demand.

RECOMMENDATIONS

The following recommendations are made based on the finding from the study:

- i. Small and medium enterprise should always send their employees on training in order to empower them to carry out the organizational tasks for the sustainability of small and medium scale enterprises in Nigeria
- ii. Small and medium entrepreneurs should adopt and use innovative modern technology devices and platforms in order to enhance their productivity and profitability, as well as, superior long term performance



- iii. Practical acquisition of entrepreneurial skills and competencies should be made part of entrepreneurship education courses, at all levels, by the curriculum designers, to enhance the performance of its recipients who could become entrepreneurs

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