



Perception And Determinants Of Agricultural Graduates' Dependency On White Collar Jobs In South-West, Nigeria

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ABSTRACT

The study investigated the perceptions and determinants of agricultural graduates' dependency on white collar jobs in south-west Nigeria with the aim to evaluate the perceptions and the determinants of high dependency of agricultural graduates on white collar jobs. Multistage sampling procedure was used for the study. Data were collected from 240 respondents using structured questionnaire. Data collected were subjected to descriptive analysis while hypotheses were tested using Chi-Square analysis. Results revealed that most (64.2%) of the respondents were male with a mean age 30.6 years. The respondents' educational level was PGD/B.Sc (34.9%) and the highest graduation grade was Lower Credit/2nd Class Lower (43.3%), 48.4% were employee while 23.4% were self employed. Stable and continuous flow of income had the highest mean value (3.43) among the factors responsible for graduates' high dependency on white collar jobs. Moreover, civil service (53.5%) and entrepreneurial aspirations (46.0%) were the respondents' main aspirations. Perception that entrepreneurship is time and capital intensive ranked first (mean value = 3.03) among the perception statements while financial constraints to take off (mean value = 3.59) ranked first. Chi-square analysis revealed that sex ($\chi^2=64.84$; $df=31$), age ($\chi^2=174.76$; $df=124$) were significantly ($P>0.05$) related to dependency on white collar job. However, there was significant ($P>0.05$) relationship between entrepreneurship being a long time investment ($\chi^2=136.79$; $df=29$) and graduates dependency on white collar jobs. The study concluded that graduates of agriculture depend on white collar job due to high financial demand to take off of agricultural enterprise. Agricultural empowerment programmes should be directed to only graduates of agriculture to enhance take off.

Keywords: Graduates dependency, Agricultural entrepreneurship, White collar jobs, Perceptions and Determinants

INTRODUCTION

Many graduates always desire to work in a well-organized environment and get a high pay salary without performing any strenuous task. This kind of work is referred to as '*white collar jobs*'. White collar jobs though formerly a minority in the agrarian and early industrial societies has gained popularity in the industrialized countries due to modernization and exportation of manufacturing jobs. White collar job has being the desire of many youths even at undergraduate level due to some reasons best held as important to them. Due to this high esteem of white collar job, unemployment has become a problem to the nation as whole as it becomes more endemic every day (Sherrie, 2013).

Unemployment in Nigeria was more endemic in the early 1980's than any other period. Recently, the incidence of unemployment in Nigeria has been wide spread cutting across all facets of age groups, educational strata and geopolitical entities (Uchendu, 2012). The high rate of unemployment observed in 1980 was attributed largely to depression in the Nigerian economy during the 1970s. In the 1970s graduate unemployment was reported to account for less than one percent of the unemployed. However,

graduate unemployment in Nigeria has risen to 32% of the labour force in 1997 (Nwangwu, 2007). Echebiri (2005), Ayinde (2008), and Okafor (2011) have identified main causes of youth unemployment in Nigeria as ranging rapidly growing urban labour force arising from rural-urban migration to rapid educational expansion. Okafor (2011) elucidated that rural-urban migration in terms of push factors pressures resulting from man-land ratio in the rural areas and the existence of serious unemployment arising from the seasonal cycle of climate. This factor is further exacerbated in Nigeria by lack of infrastructural facilities which makes life unattractive in the rural areas. Consequent to this, youths therefore migrates from rural area to Urban-Centre's with the probability of securing a lucrative employment in the industries and enjoy the social amenities that are concentrated there.

Problem Statement

The dependency of graduates on white collar jobs which is almost none in existence in our society as they are churn out of the colleges and universities on daily basis has led to the alarming rate of unemployment in Nigeria. Unemployment rate can be defined as the number of people who are actively looking for a job as a percentage of the labour force. Unemployment rate in Nigeria was last reported by the National Bureau of statistics to be 23.9% in 2011 after a rapid increase from 5.3% in 2006 (Peter, 2012).

Research Objective

Since graduates are mostly the victims of unemployment in Nigeria, this study is thus necessitated to unravel the reasons behind the high dependency of agricultural graduates on white collar jobs and attempt to provide possible solutions to the problems.

Research Hypothesis

H₀₁: There is no significant relationship between personal characteristics and graduates dependency on white collar job;

H₀₂: There is no significant relationship between graduates perception on blue collar job and their dependency on white collar job.

H₀₃: There is no significant relationship between Constraints to Graduates' Blue Collar Job and their dependency on white collar job.

METHODOLOGY

Multi-stage sampling technique was adopted for the study. The first stage involved the use of random selection of Ekiti and Oyo states from south west geopolitical zone of Nigeria which comprises of Ekiti, Oyo, Ondo, Ogun, Osun and Lagos States. From each state, six (6) Local Government Areas (LGAs) were randomly selected giving a total of twelve (12) LGAs. The second stage involved purposive selection of the LGAs headquarters because of the high concentration of the population of tertiary institutions and graduates who are seeking employment and the final year graduates of departments of agriculture in the various tertiary institutions, giving a total of twelve (12) towns. Using a simple random sampling technique, 240 respondents were selected for the study. Data collected were subjected to descriptive analysis while hypotheses were tested using Chi-Square analysis

RESULTS AND DISCUSSION

Personal characteristics of respondents

Table 1a: Distribution of respondents by their personal characteristics

Variables	Frequency	Percentage
Sex		
Male	138	64.2
Female	77	35.8
Total	215	100
Age		
18-23	16	7.4
24-29	98	45.6
30-35	59	27.4
36-41	20	9.3
Above 41	22	10.2
Total	215	100
Marital status		
Single	104	48.4
Married	109	50.7
Divorced	2	0.9
Total	215	100
Religion		
Christian	172	80
Islam	40	18.6
Traditional	3	1.4
Total	215	100
Ethnicity		
Igbo	9	4.2
Hausa	15	7.0
Yoruba	190	88.4
Others	1	0.5
Total	215	100

Field survey, 2019

The results in table 1a show the distribution of the respondents according to sex, age, marital status, religion and ethnicity.

Sex: the sex distribution shows that the majority of the respondents were male with a percentage of 64.2% while 35.8% were women which implied that agriculture is reserved for males.

Age: Across the age distribution, the majorities (45%) are in the age bracket 24-29 and this was followed by the age group 30-35 with a percentage of 27.4% implying that there are viable youths in the study area that can practice agriculture.

Marital status: The marital distribution shows that more than half (50.7%) of the respondents were married, 48.4% were singles and 2% were divorced implying enhancing labour demand for agricultural enterprises.

Religion: The religion distribution reveals that majority (80%) of the respondents were Christian which implies that there is no or little restriction to the extent to which agriculture can be practiced in the area.

Ethnicity: The ethnic distribution shows that a larger percentage of the respondents were Yoruba (88.4%), Igbos' are 4.2%, while Hausa's were 7.0% and other ethnics in the distribution were 0.5% which indicates that the study area is predominantly of Yoruba ethnic group.

Table 1b: Distribution of respondents by their personal characteristics of the respondents

Variables	Frequency	Percentage
Social class		
Upper class	54	25.1
Middle class	120	55.8
Lower class	41	19.1
Total	215	100
Qualification		
ND/NCE	59	27.4
HND	70	32.6
PGD/BSC	75	34.9
MSC	9	4.2
PhD	2	0.9
Total	215	100
Year of Graduation		
2012/13	49	22.8
2011/12	31	14.4
2010/11	21	9.8
2009/10	26	12.1
2008/09	11	5.1
2007/08	11	5.1
2006/07	7	3.3
2005/06	10	4.7
2004/05	12	5.6
2003/04	37	17.2
Total	215	100
Graduation grade		
Pass/3 rd Class	17	7.9
Lower/2 nd class upper.	82	31.1
Upper cr./2 nd class lower	93	43.3
Distinction/1 st class	23	10.7
Total	215	100
Occupational status		
Employed	104	48.4
Unemployed	38	17.7
Underemployed	9	4.2
Self-employed	42	19.2
Corp member	22	10.2
Total	215	100

Field survey, 2019

Table 1b shows the distribution of the respondents according to social class, qualification, year of graduation, graduation grade and occupational status.

Social class: the distribution across the Social class shows that most (55.8%) of the respondent falls into the middle class while the upper class had a percentage of 25.1% and the lower class were 19.1%, which indicate that those who study agriculture within the study area are not really from a poor home.

Qualification: qualification distribution revealed that the highest proportion (34.9%) of PGD/BSC Certificate Holders which is closely followed by HND holders (32.6%). While only 0.9% of the

respondents are PhD holder. This is predicated on the fact that everyone always aspired to be a first degree holder.

Graduation year: Most of the respondents graduated within the year 2012/13 (22.8%) and 2003/04 (17.2%) while a few number of them (3.3%) graduated within 2006/07 which implies that the study area is composed of fresh graduates of agriculture who can be absorbed into agricultural sector.

Grade graduated with: A larger percentage (43.3%) of the respondents graduated with either upper credit or 2nd class upper while a very small fraction of the respondent graduated with pass/3rd class and distinction/1st class respectively (7.9% and 10.7%) which suggested that undergraduates of agriculture have more opportunity in securing job as the it is revealed that about half (48.4%) of respondents are employed.

Occupation: The occupational distribution shows that, about half (48.4%) of the respondents were employed, 17.7% were unemployed, 4.2% were underemployed, 19.5% were self-employed and 10.2% were still serving Corp members. This indicate that majority of agricultural graduates are not indeed affected by unemployment because agriculture itself is an employment and job creating discipline.

Determinants of Agricultural Graduates' high dependency on white collar job

Table 2: Determinants of Agricultural Graduates' Dependency on White Collar Jobs

Factors responsible	Degree of agreement				Mean	Rank
	SD	D	A	SA		
Social recognition	12(5.6)	11(5.1)	76(35.3)	116(54.0)	3.38	2 nd
Quick and easy accumulation of wealth	18(8.4)	27(12.6)	66(30.7)	104(48.4)	3.19	4 th
Absence of drudgery work	15(7.0)	39(18.1)	78(36.3)	83(38.6)	3.07	7 th
High remuneration	17(7.9)	38(17.7)	69(32.1)	91(42.3)	3.09	6 th
Easiness to dodge responsibility	37(17.2)	60(27.9)	65(30.2)	53(24.7)	2.62	11 th
Presence of incentives and leave	22(10.2)	26(12.1)	65(30.2)	102(47.4)	3.15	5 th
Thirst to work in a well-furnished Environment	13(6.0)	19(8.8)	77(35.8)	106(49.5)	3.28	3 rd
Egoism and pride	31(14.4)	58(27.0)	69(32.1)	57(26.5)	2.71	9 th
Lack of entrepreneurial Skills	45(20.9)	51(23.7)	54(25.1)	65(30.2)	2.65	10 th
Political affluence	27(12.6)	25(11.6)	51(23.7)	112(52.1)	3.15	5 th
Presence of adequate Facilities	25(11.6)	29(13.5)	62(28.8)	99(46.0)	3.09	6 th
Lack of leadership ability	63(29.3)	67(31.2)	37(17.2)	48(22.3)	2.33	13 th
Stable and continuous flow of Income	16(7.4)	11(5.1)	52(24.2)	136(63.3)	3.43	1 st
Faulty education system	34(15.8)	50(23.4)	66(30.7)	65(30.2)	2.75	8 th
Fear of the future	63(29.3)	46(21.3)	38(17.7)	68(31.6)	2.51	12 th

Source: Field survey, 2019 *Multiple Responses Figures in parenthesis are in percentage SD - strongly disagreed, D – Disagreed A – Agreed, SA – Strongly Agreed

Table 2: shows that stable and continuous flow of income had the highest mean value (3.43) among the factors causing graduates to depend solely on white collar job implying that most graduates want to secure a steady and life-long source of income. Social recognition ranked second (mean value = 3.38) among the factors responsible for graduates dependency on white collar job which indicates that graduates quest for popularity is another factor that makes graduates to depend on white collar job as a means of survival. Thirst to work in a well-furnished environment ranked third (mean value = 3.28) among the factors responsible for graduates dependency on white collar jobs.

It also shows that quick and easy accumulation of wealth ranked fourth (mean value = 3.19) among the factors responsible for graduates dependency on white collar job implying that most graduates of agriculture are eager to acquire wealth easily. Moreover, high remuneration ranked fifth (mean value = 3.15) among the factor responsible for graduates dependency on white collar job indicating that many agricultural graduates are enticed by white collar jobs because of high salary. This is corroborated by the report of Thomas (2000) that earnings of highly successful professionals have increased sharply, attracting more and more students into graduate and professional schools. This implies that many graduates often set their eyes on the high salaries

paid by government to the employed graduates and have predetermined even before they actually attain the status of graduate to also do the same kind of work after graduation in order to get the same kind of remuneration and accrue wealth.

Aspiration as a factor responsible for graduates’ dependency on white collar job

Table 3: Aspiration as a main factor responsible for graduates’ dependency on white collar job

Aspirations	Frequency	Percentage
Politician	71	33.0
Motivational Speaker	35	16.3
Civil servant	115	53.5
Entrepreneur	99	46.0
Banker	17	7.9
Sportsmen/women	21	9.8
Religion leader	36	16.7
Force member	20	9.3
Factory worker	5	2.3
Others	7	3.3

Source: Field survey, 2019 *Multiple Responses

Table 3 shows that 33.0% of the respondents had the ambition to be a politician, 16.3% want to be a motivational speaker, 53.5% want to be a civil servant, 46.0% entrepreneur, 7.9% banker, 9.8% sportsmen/women, 16.7% religion leaders, 9.3% force member, 2.3% factory worker while those who had other ambitions were just 3.3%.

This result shows that the majority of graduates who seeks white collar jobs have the ambition to either be a civil servant, entrepreneur or politician, while a few of them want to be a factory worker.

Graduates of Agriculture’s Perceptions on blue collar jobs

Table 4: Agricultural Graduates Perceptions on blue collar jobs

Perceptions	Degree of agreement					Rank
	SD	D	A	SA	Mean	
Blue collar job is a dirty work	75(34.9)	73(34.0)	37(17.2)	30(14.1)	2.10	8 th
Blue collar job is less lucrative	59(27.4)	47(21.9)	70(32.6)	39(18.1)	2.41	6 th
Blue collar job is time consuming	33(15.3)	19(8.8)	71(33.0)	92(42.8)	3.03	1 st
Blue collar job is too strenuous	29(13.5)	33(15.3)	82(38.1)	71(33.0)	2.91	2 nd
It is a long time investment	31(14.4)	44(20.5)	68(31.6)	72(33.5)	2.84	3 rd
It is meant for dropout and illiterates	120(55.8)	51(23.7)	31(14.4)	13(6.0)	1.71	10 th
Blue collar job does not dignify	65(30.2)	64(29.8)	52(24.2)	34(15.8)	2.26	7 th
It involved many irregularities in Income Generation.	36(16.7)	39(18.1)	80(37.2)	60(27.9)	2.76	4 th
It makes its doer to be like an illiterate	90(41.9)	66(30.7)	39(18.1)	20(9.3)	1.95	9 th
It involved too much competition	52(24.2)	45(20.9)	65(30.2)	53(24.7)	2.55	5 th

Field Survey 2019 Multiple Responses Figures in parenthesis are in percentage
SD - strongly disagreed, D – Disagreed, A – Agreed, SA – Strongly Agreed.

The result from table 4 shows that the perception that blue collar job is time consuming ranked first (mean value = 3.03) among the perception statements implying that most graduates sees blue collar job as a job that utilizes more time than white collar jobs. The perception that blue collar job is too strenuous ranked second (mean value = 2.91) which implies agricultural graduates jettison blue collar jobs because they do

not want to be engaged in strenuous activities. The perception that blue collar job is a long time investment ranked third (mean value = 2.84) among the perception statements.

Also the perception that blue collar job involved many irregularities in income generation ranked fourth (mean value = 2.76) among the perception statements. The perception that blue collar job involves too much competition also ranked fifth (mean value = 2.55) while the perception that blue collar job is less lucrative ranked sixth (mean value = 2.41) among the perception statements.

Moreover, the table also showed that the perceptions that blue collar job is a dirty work, blue collar does not dignify, it makes it doers to be like an illiterate and it is meant for illiterates ranked seventh, eighth, ninth and tenth respectively among the perception statements.

Constraints of Agricultural Graduates’ on Blue Collar Job/Self-employment

Table 5: Constraints of Graduates on blue collar job/self-employment

Constraints	Levels of agreement				Mean	Rank
	SD	D	A	SA		
Poor esteem of the job	22(10.2)	26(12.1)	71(33.0)	96(44.7)	3.12	7 th
Financial constraint to take off	10(4.7)	12(5.6)	34(15.8)	159(74.0)	3.59	1 st
Poor access to modern & sophisticated implement	7(3.3)	14(6.5)	58(27.0)	136(63.3)	3.50	2 nd
Poor access to land	18(8.4)	32(14.9)	68(31.6)	97(45.1)	3.13	6 th
Greater risk involved in farming	11(5.1)	15(7.0)	61(28.4)	128(59.5)	3.42	3 rd
Poor marketing of agricultural produce	18(8.4)	8(3.7)	58(27.0)	131(60.9)	3.40	4 th
Lack of adequate social amenities	12(5.6)	19(8.8)	91(42.3)	93(43.3)	3.23	5 th
Lack of enthusiasm and competitive spirit	22(10.2)	31(14.4)	80(37.2)	82(38.1)	3.03	8 th
Lack of self-reliance and commitment	28(13.0)	41(19.1)	63(29.3)	83(38.6)	2.94	9 th
Unpredictable income generation	18(8.4)	27(12.6)	57(26.6)	113(52.6)	3.23	5 th

Field survey, 2019 *Multiple Responses Figures in parenthesis are in percentage
SD - strongly disagreed, D – Disagreed; A – Agreed, SA – Strongly Agreed.

Table 5 shows that financial constraints to take off has the highest mean value (3.59) implying that it is a major impediment to graduates enthusiasm to invest into blue collar job/self-employment. This was closely followed by poor access to modern and sophisticated implements which ranked second (mean value = 3.50) implying that agricultural graduates are bewildered by their inability to access machines and equipment which can ease and facilitate commercial farming.

Greater risk involved in farming is another major limitation to agricultural graduates in practicing agriculture as it ranked third (mean value = 3.42). Poor marketing of agricultural produce ranked fourth (mean value = 3.40) indicating that it is also a factor discouraging agricultural graduate from engaging in agricultural production activities.

lack of adequate social amenities and unpredictable income generation ranked fifth (mean value = 3.23) respectively implying that they are also considered as limitations to agricultural graduates preferences for white collar job other than agricultural production activities and services (self-employment).

However, factors such as lack of self-reliance and commitment, poor access to land, poor esteem of the job, lack of enthusiasm and competitive spirit, unpredictable income generation, ranked sixth, seventh, eighth and ninth respectively among the factors responsible for graduates dependency on white collar job.

Roles of Extension Services in Providing Job Related Information to Unemployed Agricultural Graduates

Table 6: Roles of Extension Services in Providing Job Related Information to Unemployed Agricultural Graduates

Variance	Frequency	Percentage
Do you have access to awareness information?		
Yes	169	78.6
No	46	21.4
Total	215	100
How do you access job related information?		
Through internet	122	56.7
Posters	29	13.5
Media	33	15.3
Others	31	14.4
Total	215	100
Of what reliability is the information accessed?		
Very reliable	151	70.2
Less reliable	50	23.3
Not reliable	14	6.5
Total	215	100

Source: Field survey, 2019

The result from table 6 shows that 78.6% of the respondents have access to job awareness information while 21.4% had no access to job awareness information. 56.7% of the respondents who have access to job awareness information do so through internet, 13.5% through posters, 15.3% through the media and 14.4 % through other means such as: through friends, relatives, etc. Also 70.2% of the respondents who accessed job awareness information considered the information accessed as very reliable, 23.3% considered it as less reliable while 6.5% considered it as unreliable. This shows why a larger percentage of are able to gain employment.

Chi-square test result for the hypothesis

Table 7: Relationship between the personal characteristics of the respondents and their dependency on white collar job

Variables	Pearson chi square	Degree of freedom	P- Value	Decision
Sex	64.841	31	0.000	S
Age	174.764	124	0.002	S
Marital status	53.067	62	0.783	NS
Religion	65.029	62	0.372	NS
Ethnics	82.245	93	0.780	NS
Qualification	136.276	124	0.1213	NS
Grade graduated with	323.764	279	0.034	S

Source: Field Survey, 2019

Level of significant: $P > 0.05$

S means significant

NS means not significant

Table 7 shows the result of Chi-square test for hypothesis one, which states that there is no significant relationship between the personal characteristics of the respondents and their dependency on white collar job. The result shows that there is no significant relationship indeed among some of the personal characteristics and their dependency on white collar job but there is a significant relationship with the sex,

age, and grade graduated with of the respondents and their dependency on white collar job. Therefore, the null hypothesis one is rejected and the alternative hypothesis is accepted.

Relationship between graduates perceptions on blue collar job and their dependency on white collar job

Table 8: Chi Square Test Result For Hypothesis 2: There is no significant relationship between graduates perceptions on blue collar job and their dependency on white collar job.

Variables	X ² -Value	DF	P-Value	Remarks
Graduates Perceptions on blue collar jobs	136.787	29	0.00	S
Graduates dependency on white collar jobs	114079	31	0.00	S

Field Survey, 2019

S Means Significant

Level of significant: P > 0.05

The result shown in table 8 depicted that there is a significant relationship between graduates perceptions on blue collar jobs and their dependency on white collar job. This indicates that the null hypothesis 2 is wrong. Therefore, the null hypothesis 2 is rejected and the alternative hypothesis 2 is accepted.

Relationship between the constraints facing agricultural graduates in embarking on blue collar job and their dependency on white collar job

Table 9: Chi-square test result for hypothesis 3: There is no relationship between constraints facing graduates in embarking on blue collar job and their dependency on white collar job

Variables	X ² -value	DF	P-Value	Remark
Constraints facing agricultural graduates	102,972	22	0.00	S
Dependency on white collar jobs	114,079	31	0.00	S

Field survey, 2019

S means significant

Level of significant: P > 0.05

The result from table 9 shows that there is a significant (P > 0.05) relationship between constraints militating against agricultural graduates in practicing their discipline and their dependency on white collar job. Therefore, the null hypothesis 3 is rejected and the alternative hypothesis is accepted.

CONCLUSION AND RECOMMENDATION

Based on the result of this study, it can be concluded that the dependency of agricultural graduates on white collar job is largely dependent on stable and continuous flow of income, social affluence and political ambition. It is however recommended that soft agricultural loan facilities be made accessible by agricultural graduates to help alleviate the financial constraints faced during the take-off process of agricultural enterprise after graduation and provision of an atmosphere agricultural production to thrive as related to economic activities be enhanced.

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