Challenges To Effective Utilization Of Entrepreneurial Skills Of Unemployed Office Technology And Management Graduates For Self-Reliance In Katsina Senatorial Zone

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Abstract
The purpose of acquiring entrepreneurial skills not even in office technology and management (OTM) is to secure a living or self-reliance using creative talent to establish a venture that will ensure and sustain growth of wealth in the entrepreneur personal economic and the country at large. This is not possible to the young entrepreneurs’ consequent to a certain number of challenges that affect the effective utilization of such skills which attributed unemployment. The purpose of this study is to identify the challenges to effective utilization of entrepreneurial skills of unemployed OTM graduates in Katsina Senatorial Zone. A structured questionnaire was used with five rating scale as: SA = (Strongly Agree), A = (Agree), D = (Disagree), UD (Undecided) and SD = (Strongly Disagree), using mean an standard deviation and the bench mark to accept or disagree an item is 3.00 The research study was carried out in eleven local government areas, all in Katsina Senatorial Zone. The target population consists of one Hundred and ten (110) OTM graduates. It was found out in this paper that lack of capital, lack of mentoring and guidance, too much dependence on government employment among others. are among the challenges facing the OTM entrepreneurship in tertiary institutions in Katsina State. It was recommended that Government should come with a specific program to support the young graduates, authorities should provide simplified ways of obtaining soft loan at financial agencies, the young OTM entrepreneurs should as much as possible obtain a start-up capital for the venture, OTM graduates should must not depend on government employment among others.

Keywords: Entrepreneurship, Challenges, OTM, Skills, self-reliance

INTRODUCTION
The introduction of entrepreneurship acquisition skills program in tertiary institutions by the Federal government in collaboration with Stakeholders in education is a very good one. But the problems facing this program are lack of clear and well defined ventures that are specifically relevant to students’ profession. The essence of this program is to equip the students with knowledge and skills in order for them to sustain themselves after graduation. But in an ideal situation, the choice is always the students’ concern. Specifically, to OTM students, where effective utilization of the entrepreneurial skills is becoming a serious problem. Majority of the OTM graduates in Katsina Senatorial Zone are not utilizing the skills for self-reliance. Hence there is need for this study. This study sought to identify the challenges to effective utilization of entrepreneurial skills of unemployed OTM graduates for self-reliance in Katsina.
Entrepreneurship is a significant factor in the process of any country’s economic development. It occupies a major central position in a market economy. Ugiegbe at.al (2008) noted that the role of entrepreneurship in economic development involves more than just increasing per capital output and income but it also involves initiating and constituting changes in the structure of business and society which accompanied by growth and increased output.

Who is an Entrepreneur?
Entrepreneur is a process that is carried out by entrepreneurs who see opportunities where others see problems and chaos Benjamin and Onyeizugbe (2013). To Luisa, Teresa and Odia and Odia (2013) supported the view when they noted that the need for the growth of entrepreneurial activities in Nigeria has led to the inclusion of entrepreneurship education for all students across the tertiary institutions. They further noted that in the narrow sense, this education is designed to develop students’ competencies and entrepreneurial intention in starting and sustaining their own business for job creation.

Ojeifor in Adaku and Clement (2016) opines that an Entrepreneur is an enterprising individual who builds capital through risk and for initiative. Ojeifor added that entrepreneur as the owner or the manager of business enterprise who through risks and initiative, attempts to make a profit. Adegbite in Orheruata and Mutah (2016) opines entrepreneur as “one who undertakes innovations, finance and business acumen in an effort to transform innovations into economics goods”. In the same vein, Ani and Ezeh in Orheruata and Mutah (2016) opines that any attempt to create wealth and recognize the value of business opportunities and ability to take risk is an entrepreneur.

Benjamin and Onyeizugbe (2013) opined that entrepreneur is a process that is carried out by entrepreneurs who see opportunities where others see problems and chaos. To Luisa, Teresa and Pedro quoting the words of Drunker (1985) noted that entrepreneurship is “not magic, not mysterious, and has nothing to do with the genes, it is a discipline and like any other discipline, it can be learned” while Akhuemonkhan (2005) defined entrepreneur as a person who has the ability to identify and evaluate business opportunity in the environment, gather resources to take advantage of the business opportunities and initiate appropriate action to ensure success. This definition can be viewed as an individual whose ability is to identify business opportunities in the environment in order to become self-reliant and succeed in his Endeavour.

What is an Entrepreneurship?
Oduma (2012) asserted that entrepreneurship involves creation of value through fusion of capital, risk taking, technology and human talent. While Osuala (2004) and Ademuluyi (2009) opined that entrepreneurship is the ability to generate business ideas, innovation and diversification as well as bear risk. They further indicated that these are combined with management and organizational skills which are put together thereby using people, money and resources to create wealth. However, in their study, Ugiegbe et al (2008) noted that the concept and scope of entrepreneurship can better be understood when we examine some definitions of entrepreneurs. The entrepreneur is seen as a person who organizes and manages any enterprise especially business and he is the innovator of new ideas and business process. While the Wikipedia, 2017 describes entrepreneur as managing business bears the risk and rewards.

Kayode (2006) opined that entrepreneurship is the willingness and ability of an individual to seek out investment and be able to establish and run an enterprise successfully based on the identifiable opportunities. This can simply deduced that there are a lot of opportunities for the individual in terms of establishing an enterprise as well as investment. But the only thing for them is to identify those opportunities. Ifeanacho and Ifeanacho (2014) stated that entrepreneurship has been used as a strategy to solve societal problems of employment, poverty and unbalanced technological development. Entrepreneurship is a necessary ingredient for catalyzing economic growth and employment opportunities in all societies through the formation of business enterprise. Going by Ifeanacho’s definition, it was
revealed that entrepreneurship has been used as a tool to cater societal problems of youth’s restiveness, alleviating poverty as a result of unemployment. Karki (2007) described entrepreneurship as an action, process or activity that create a stock of capital, from legal, institutional and social forces. While Adegbite (2007) stated that, entrepreneurship is associated with the coordination of productive resources, the introduction of technology innovation the provision of technical know- how. Entrepreneurship involves identifying opportunities within the economic system, generation and developing of business ideas and bringing a vision to life. Entrepreneurship is all about recognition, pursuit of opportunities and putting necessary parameters in place to achieve a predetermine business objectives. Osuala (2004) and Ademuluyi (2009) opine that entrepreneurship is the ability to generate business ideas, innovation and diversification as well as bear risk. They further indicated that these are combined with management and organizational skills which are put together thereby using people, money and resources to create wealth. However, in their study, Ugiegbue et al (2008) noted that the concept and scope of entrepreneurship can better be understood when we examine some definitions of entrepreneurs. The entrepreneur is seen as a person who organizes and manages any enterprise especially business and he is the innovator of new ideas and business process. While the Wikipedia, 2017 describes entrepreneur in managing business bears the risk and rewards.

Entrepreneur is one who assumes the responsibility and the risk for a business operation with the expectation of making a profit. The entrepreneur generally decides on the product, acquires the facilities, and brings together the labour force, capital, and production materials. If the business succeeds, the entrepreneur reaps the reward of profits; if it fails, he or she takes the loss. In his writings, the Austrian-American economist Schumpeter stressed the role of the entrepreneur as an innovator, the person who develops a new product, a new market, or a new means of production. One important example was Henry Ford. In the industrialized economies of the late 20th century, giant corporations and conglomerates have largely replaced the individual owner-operator. There is still a place for the entrepreneur, however, in small businesses as well as in the developing economies of the Third World nations.

In spite of its potential disadvantage, adopting an encompassing definition would assist other fields of endeavour such as the arts, science and social development, which seek to apply concepts from the field of entrepreneurship. A few of these applications include intentions, opportunities and entrepreneurial capacity. (Microsoft Encarta, 2009)

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Entrepreneurship is a necessary ingredient for catalyzing economic growth and employment opportunities in all societies through the formation of business enterprise. Going by Ifeanacho’s definition, it was revealed that entrepreneurship has been used as a tool to cater societal problems of youth’s restiveness, alleviating poverty as a result of unemployment. Karki (2007) described entrepreneurship as an action, process or activity that create a stock of capital, from legal, institutional and social forces. While Adegbite (2007) stated that, entrepreneurship is associated with the coordination of productive resources, the introduction of technology innovation the provision of technical know- how. Entrepreneurship involves identifying opportunities within the economic system, generation and developing of business ideas and bringing a vision to life. Entrepreneurship is all about recognition, pursuit of opportunities and putting necessary parameters in place to achieve a predetermine business objectives.
Objectives of Entrepreneurship
Gibb (2007) as cited by Pac and Abdulkarim, outlined four basic objective of any effective entrepreneurship education. Viz:
1. To give the students an understanding on how opportunity for enterprise creation at micro and small level are recognized and evaluated;
2. To create in the students the capacity to start a new venture of their own;
3. To develop the recipients the general understanding of business;
4. To develop in the students personal enterprising capacity.

Araba (2013) emphasized the need to involve stakeholders inside and outside of higher education institutions in the development of entrepreneurs with the requisite knowledge, skills, attitude and experience for success, although, collaboration with host communities has been seen in different aspect of our education system, such as placement for students’ Industrial Work Experience.

Purpose of the Study
The purpose of this study is to:
1. Identify the skills acquired by OTM graduates for self-reliance
2. Identify challenges to effective utilization of entrepreneurial skills of unemployed OTM graduates for self-reliance in Katsina Senatorial Zone.

Research Questions
The study was guided by three (3) formulated research questions derived from the objectives of the study. The research questions are:
1. What are the entrepreneurial skills acquired by OTM graduates for self-reliance?
2. What are the challenges to effective utilization of entrepreneurial skills of unemployed OTM graduates for self-reliance in Katsina Senatorial Zone?
3. What are proffered solutions of the challenges to effective utilization of entrepreneurial skills of unemployed OTM graduates for self-reliance in Katsina Senatorial Zone?

Theoretical Framework
Every field of human knowledge has theoretical components of every discipline. In essence and by implication is that there must be a theory of something as there is a theory that underpins everybody of practical knowledge. It conveys knowledge which cannot be reduced to or incorporated into other forms of knowledge and organized in every discipline are conceptual tools for interpreting, explaining, and understanding problems and situations in the field of education.

Thornndike’s Conditional Theory
Some of the earliest scientific research on operant conditioning was conducted by American psychologist Edward L. Thorndike at the end of the 19th century. Thorndike’s research subjects included cats, dogs, and chickens. To see how animals learn new behaviors, Thorndike used a small chamber that he called a puzzle box. He would place an animal in the puzzle box, and if it performed the correct response (such as pulling a rope, pressing a lever, or stepping on a platform), the door would swing open and the animal would be rewarded with some food located just outside the cage. The first time an animal entered the puzzle box, it usually took a long time to make the response required to open the door. Eventually, however, it would make the appropriate response by accident and receive its reward: escape and food. As Thorndike placed the same animal in the puzzle box again and again, it would make the correct response more and more quickly. Soon it would take the animal just a few seconds to earn its reward. (Source: Microsoft Encarta 2009)

Implication of the Theory
Based on these experiments, Thorndike developed a principle he called the law of effect. This law states that behaviours that are followed by pleasant consequences will be strengthened, and will be more likely to occur in the future. Conversely, behaviours that are followed by unpleasant consequences will be weakened, and will be less likely to be repeated in the future. Thorndike’s law of effect is another way of
describing what modern psychologists now call operant conditioning. The theory also believed that one
must be able to practice and master a task effectively before embarking on another one.

Relevance of the Theory

In this respect, the theory also relates to entrepreneurial skills that students of OTM should learn and
practice all the required skills and competencies so that they would become perfect. If the OTM Students
can concentrate and learn how to make good use of the acquired skills, they would definitely get pleasant
consequences in return, i.e. mastering the skills and become self-reliant without depending on collar job
in the labour market. Or otherwise would get unpleasant consequences (ending up seeking for job in the
labour market).

Review of Related Empirical Studies

This section of the literature deals with a review of related researches carried out by different authorities
that have noticeable similarities with this study. Ezeahurukwe and Ameh (2016) carried out a study on
Entrepreneurial Opportunities in the Office Technology and Management Programme: A panacea for
Youth Unemployment. The study focus on the entrepreneurial opportunities in OTM in which graduates
of OTM who leave school would not rely and depend on collar job rather depending on the skills acquired
to boost their personal economic well-being. The study also used polytechnics graduates i.e. ND and
HND. The findings of the study therefore, infer that successful OTM Graduates are equipped and thus
encouraged to develop a desire for self-employment.

In another study conducted by Ameh and Ezeahurukwe (2016) on the”Entrepreneurs’ Perception of
Competencies Required by Polytechnic Graduates for Business and Economic Survival in A Dwindling
Nigerian Economy”. In the study, a descriptive survey design was used. The instrument was validated by
three experts from OTM Department, Federal Polytechnic Idah. Research questions were also formulated
and 180 questionnaires are administered to entrepreneurs in Idah, Kogi State using descriptive statistics to
calculate the mean and Standard Deviation.

Summary of Reviewed Literature

The researcher in this chapter looked at various definitions of entrepreneurs, entrepreneurship and
objectives of entrepreneurship. The researcher summarized Thorndike’s Conditional theory of learning as
the theoretical framework of the study. It emphasize that the graduates should practice and master the
skills acquired in order for them to move to the next level. Finally, two empirical studies were reviewed.
However, the empirical studies did not look at opinion of all unemployed OTM graduates of the three
senatorial zones. All these are gap that the current study wishes to close.

METHODOLOGY

The descriptive statistic was used to analyze the data using Mean and Standard deviation to answer the
research questions. For any of the research question to be accepted its grand mean must not be less than
3.00 otherwise rejected. The research was guided by three research questions. The instrument designed to
collect data was the structured questionnaire which was developed by the researcher and has only one
section which was designed to elicit information that is related to the research questions.

A five rating scale was used as: SA = (Strongly Agree), A = (Agree), D = (Disagree), UD (Undecided)
and SD = (Strongly Disagree). The research study was carried out in eleven local government areas, all in
Katsina Senatorial Zone. The target population consists of one Hundred and ten (110) OTM graduates.
The instrument was subjected to face validation by the three experts, two from the Department of Office
Technology Management, and the other one from the Mathematics and Statistics Department in Hassan
Usman Katsina Polytechnic. This was to ascertain the validity of the instrument before administering to
the target respondents, as well as the suitability of the instrument in terms of relevance of content,
avoiding ambiguity in the item statement and to ensure appropriateness of the rating scales adopted, and
the statistics applied in analyzing the research questions. Some errors were detected and pointed out by
validates and all were noted and corrected.
Research Question 1

Mean rating and Standard Deviation of the Respondents on the Entrepreneurial skills acquired by the unemployed OTM Graduates for self-reliance in Katsina Senatorial Zone

<table>
<thead>
<tr>
<th>S/N</th>
<th>ITEMS</th>
<th>No.</th>
<th>X</th>
<th>SD</th>
<th>DECISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Information and Communication Skills (ICT)</td>
<td>110</td>
<td>4.45</td>
<td>2.04</td>
<td>Agree</td>
</tr>
<tr>
<td>2.</td>
<td>Data Processing and Management Skills (DPMS)</td>
<td>110</td>
<td>4.42</td>
<td>1.56</td>
<td>Agree</td>
</tr>
<tr>
<td>3.</td>
<td>Desktop Publishing Skills (DPS)</td>
<td>110</td>
<td>4.63</td>
<td>1.37</td>
<td>Agree</td>
</tr>
<tr>
<td>4.</td>
<td>Website Design Skills (WDS)</td>
<td>110</td>
<td>4.48</td>
<td>1.67</td>
<td>Agree</td>
</tr>
<tr>
<td>5.</td>
<td>E-Record and Management Skills (ERMS)</td>
<td>110</td>
<td>4.73</td>
<td>1.58</td>
<td>Agree</td>
</tr>
<tr>
<td>6.</td>
<td>Electronic Commerce Skills (ECS)</td>
<td>110</td>
<td>4.42</td>
<td>1.56</td>
<td>Agree</td>
</tr>
<tr>
<td>7.</td>
<td>Managerial and Human Skills (MHS)</td>
<td>110</td>
<td>4.57</td>
<td>1.91</td>
<td>Agree</td>
</tr>
</tbody>
</table>

Source: Administered Questionnaire, 2020

Table one above reveals that items 1 – 7 with a lower mean scores 4.42 – 4.73 indicated that they are the entrepreneurial skills acquired by the unemployed OTM graduates for self-reliance. This is because the scores are up to 3.00 which are a bench marks. Therefore, the respondents agreed all the items as the skills acquired by the unemployed OTM graduates.

Question 2:

Mean rating and Standard Deviation of the Respondents on the Challenges to Effective Utilization of Entrepreneurial Skills Acquired by Unemployed OTM Graduates for Self-reliance in Katsina Senatorial Zone.

<table>
<thead>
<tr>
<th>S/N</th>
<th>ITEMS</th>
<th>No.</th>
<th>X</th>
<th>SD</th>
<th>DECISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.</td>
<td>Global Economic Meltdown</td>
<td>110</td>
<td>3.77</td>
<td>2.54</td>
<td>Agree</td>
</tr>
<tr>
<td>9.</td>
<td>Lack of specific Government program for supporting the young graduates</td>
<td>110</td>
<td>4.27</td>
<td>2.26</td>
<td>Agree</td>
</tr>
<tr>
<td>10.</td>
<td>Difficulties to obtain a loan to operate the venture</td>
<td>110</td>
<td>4.36</td>
<td>2.18</td>
<td>Agree</td>
</tr>
<tr>
<td>11.</td>
<td>Lack of capital to start up</td>
<td>110</td>
<td>4.18</td>
<td>2.08</td>
<td>Agree</td>
</tr>
<tr>
<td>12.</td>
<td>Lack of initiative to operate the business</td>
<td>110</td>
<td>4.48</td>
<td>1.75</td>
<td>Agree</td>
</tr>
<tr>
<td>13.</td>
<td>Lack of business planning</td>
<td>110</td>
<td>2.59</td>
<td>2.71</td>
<td>disagree</td>
</tr>
<tr>
<td>14.</td>
<td>Phobia of facing competitions by the bigger companies/ventures</td>
<td>110</td>
<td>4.29</td>
<td>2.61</td>
<td>Agree</td>
</tr>
<tr>
<td>15.</td>
<td>Low motivation and lack of confidence</td>
<td>110</td>
<td>4.38</td>
<td>2.41</td>
<td>Agree</td>
</tr>
<tr>
<td>16.</td>
<td>Raw materials and marketing problems</td>
<td>110</td>
<td>4.28</td>
<td>1.82</td>
<td>Agree</td>
</tr>
<tr>
<td>17.</td>
<td>Too much dependence on government</td>
<td>110</td>
<td>4.73</td>
<td>1.64</td>
<td>Agree</td>
</tr>
</tbody>
</table>

Table 2 cont’d
To many competitors in the market | 110 | 2.90 | 2.50 | Disagree
Lack of mentoring and guidance | 110 | 4.22 | 2.61 | Agree
Lack of commitment on the part of the entrepreneurs (graduates) | 110 | 4.23 | 2.56 | Agree

**Source: Administered Questionnaire, 2020**

Table two above reveals that items 8, 9, 10, 11, 12 and 14, 15, 16, 17, 19 and 20 with a lower mean scores 4.18 – 4.77 indicated that they are the challenges to effective utilization of entrepreneurial skills of the unemployed OTM graduates for self-reliance. This is because the scores are up to 3.00 which are the bench marks. While items 13 and 18 with a mean scores 2.59 – 2.90 were disagreed because their mean scores were below the bench mark Therefore, the respondents agreed all the items as the challenges to effective utilization of entrepreneurial skills of the unemployed OTM graduates for self-reliance.

**DISCUSSION OF FINDINGS**

The result of the analysis in research question one, shows that, to be an OTM graduates, must acquire the skills in the items 1-7. This is inconsonant with Ezeahurukwe and Ameh (2016), who listed almost all the items on the table in the research they conducted as “entrepreneurial opportunities in OTM programme: a panacea for youth employment”.

While the result on research question two revealed that all e-learning items ranging from items 8, 9, 10, 11, 12, 14, 16, 17, 19, and 20 are the challenge to effective utilization of entrepreneurial skills of unemployed OTM graduates for self-reliance in Katsina Senatorial Zone. This collaborates the effort of Ammani, Abduhladi and Hassan (2019), who listed most of the challenges as the impending factors in tertiary institutions in Katsina State.

**RECOMMENDATIONS**

Based on the research findings, the future prospects/recommendations are adumbrated below:

1. Government should come with a specific program to support the young graduates
2. Authorities should provide simplified ways of obtaining soft loan at financial agencies
3. The young OTM entrepreneurs should as much as possible obtain a start-up capital for the venture
4. Entrepreneurs should initiate and plan the business ventures accordingly
5. The OTM graduates should remove the phobia of competitions of the bigger companies
6. The unemployed OTM graduates should be confident and motivated about the ventures
7. The Government should provide raw materials and eliminate marketing related problems for the entrepreneurs
8. OTM graduates should must not depend on government employment
9. Government at all levels should as matter of urgency support young graduates with kinds or cash at subsidize rate

**Summary**

This paper explained various concepts of entrepreneurship and entrepreneur, the objectives of the study, purpose of the study, methods, the challenges to effective utilization of entrepreneurial skills acquired by the unemployed OTM graduates and the way forward of the challenges, theoretical framework, implication of the theory, relevance of the theory, review of empirical study, summary of review conclusion were drawn.
CONCLUSION
In conclusion, therefore, the challenges bedeviled the effective utilization of unemployed OMT graduates for self-reliance in Katsina Senatorial zone are those challenges ranging from global economic meltdown, lack of capital, lack of mentoring and guidance, lack of commitment and others very numerous to mention. Due to the urgent need for self-reliance, the startup capital should be made available and accessible for the graduates. This would help boost the Nigerian economic and commercial, and business sectors and make it possible for those that could not be able to start practicing the business ventures in their environment. As such, would increase the number of literate who could be professional in various fields. It might be difficult to start an entrepreneurship without principal capital. Finally, the success or failure for the graduates to utilize the entrepreneurial skills they acquired depends solemnly and purely on the availability and accessibility of funds, to realize the goal and objectives of the program.

REFERENCES


