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CATALYZING ECONOMIC TRANSFORMATION: LEVERAGING ENTREPRENEURIAL EDUCATION TO COMBAT UNEMPLOYMENT IN NIGERIA

Tobechukwu Francis Onwugbufor

Abstract

Unemployment remains a persistent challenge in Nigeria, with alarming rates among youths and the teeming population. This study explores catalyzing economic transformation by leveraging entrepreneurial education to combat unemployment in Nigeria. This paper asserts that entrepreneurial education is a critical tool for reducing unemployment, promoting economic growth, and fostering sustainable development in Nigeria. The study explores the intersection of entrepreneurship, education, and employment, highlighting the potential of entrepreneurial education to address Nigeria's unemployment crisis. This study employed a mixed-methods approach, combining survey research (n=500) and case studies (n=10) of successful entrepreneurial education initiatives in Nigeria. The findings of the study revealed that entrepreneurial education significantly enhances entrepreneurial intentions and skills among Nigerian youths. The study concluded that by leveraging innovative entrepreneurial education programs, policy interventions, and partnerships, Nigeria can catalyze economic transformation, promote sustainable development, and create jobs for its burgeoning youth population. The study recommends amongst others that entrepreneurship centers and incubators should be established in all universities and communities across the country.

Keywords: Entrepreneurship, Entrepreneurial Education, Unemployment, Economic Growth, Sustainable Development.

RELIGIOUS IDENTITY AND ENVIRONMENTAL DEPLETION IN HELON HABILA'S MEASURING TIME

Ibrahim Sanusi Chinade, PhD

Abstract

This paper explores the influence of humans on their environment as a result of hostile identity practice of Christianity and Islam. Christians and Muslims, especially in northern Nigeria, display mutually hostile consciousness and identity that deplete their environment in their constant contest for heavenly relevance and perceived eternal reward. Therefore, this paper uses ecocriticism to examine the presentation of religious identity and the values of the environment in human existence in Helon Habila's Measuring Time. The paper discovers that Habila presents rural Keti community to stress the importance of the environment in the sustenance of humanity's living. The surrounding bushes and hills constitute a source of pride and living to the entire community irrespective of their religious identity. However, the rural tranquility of Keti was immediately disrupted and the environment depleted in the wake of mass human murder as a result of inter-religious crisis between Christians and Muslims of the community. Consequently, drought sets in and most largesse of nature was withdrawn from the community. The paper concludes that environmental consciousness needs to be created and included in the everyday teachings of both Christianity and Islam. Moreso, when violent religious eruptions are abstracted from the religions' claim to right religious identity and human progress.

Keywords: Identity, environment, nature, Christianity, Islam

ASSESSMENT OF HOSPITAL WASTE GENERATION AND MANAGEMENT SYSTEM IN SPECIALIST HOSPITAL POTISKUM, NIGERIA

Daki Mohammed Mohammed, Zumo Isa Muhammad and Iliyasu Ishaku

Abstract

The management of waste is one of the innovations that contribute to economic development. However, hospital waste has become a critical issue as it poses potential health risks and damage to the environment, resulting in serious diseases. This research aims to identify the composition of the hospital waste as well as the method of hospital waste disposal and management system in a specialist hospital Potiskum Town, Nigeria. The social survey method was primarily used for the study. Questionnaires were distributed randomly among the responders. Data was collected using questionnaires, field observation, interviews, and a review of the related literature based on hospital waste generation and management systems. The collected data was analyzed using frequency tables, and charts with the aid of Excel software. The results revealed that there were no adequate waste disposal tools in the hospital. Most of the waste disposal methods were by burning and open dumping. These led to environmental pollution and the spreading of diseases. This has a serious consequence on the environment and the general populace. The study recommends the government provide the necessary tools and machinery for effective hospital waste management. There is also the need for hospital staff to be trained and retrained on waste disposal. The government should also establish and implement a law on hospital waste disposal strategies.

Keywords: Assessment, Waste Generation, and Management Systems.

LITERATURE, TOOL FOR INNOVATION AND CREATIVITY IN ENTREPRENEURSHIP MANAGEMENT: A STUDY OF SELECTED NIGERIAN NOVELS

Ike Peace Adaobi

Abstract

This paper examines the motivation, ingenuity and understanding in entrepreneurship management which could be harnessed through the exploration of literary works. The global shift to technological advancements, economic uncertainty and the need to address unstable customer preferences in already intense competitive businesses necessitated the outcry for creativity and innovation in entrepreneurship Management. This clamour cuts across every profession and literature is not left aside. Through the qualitative analysis of information primarily gotten from the texts of study, this paper highlights the vital need to think differently, take risks and initiate novel ideas so as to thrive in competitive business worlds. Chimamanda Ngozi Adichie's Americanah and Ikechukwu Asika's Journey in the Jungle are demonstrations of the various roles innovation and creativity play in entrepreneurship management. It concludes that growth, successes and stability in entrepreneurship depend mainly on the utilized tools of re-strategizing and creativity.

Key Words: Literature, innovation, creativity, entrepreneurship and management.

RESTRATEGIZING SMALL & MEDIUM ENTERPRISES MANAGEMENT (SME): NAVIGATING TURBULENCE AND FOSTERING SUSTAINABLE GROWTH

Chidebe Amaka Evelyn

Abstract:
In today's rapidly changing business landscape, small and medium enterprises (SMEs) face numerous challenges that threaten their survival and growth. To remain competitive and thrive, SMEs must restrategize their management approach which emphasizes flexibility, innovation, and resources optimization. This paper explores new frameworks for restructuring SME management, focusing on adaptive leadership, digital transformation, and collaborative business models.

Using a mixed-methods approach, combining survey data from 500 SMEs and in-depth case studies of 20 high-performing SMEs, this research identifies the critical factors that enable SMEs to successfully restrategize and achieve sustainable growth. The findings highlight the importance of: adaptive leadership and strategic flexibility, innovative business models and value propositions, agile operations and supply chain management, effective use of digital technologies and data analytics, strategic partnerships and collaborations. This study contributes to the understanding of SME management and provides actionable insights for SME owners/managers, policymakers, and researchers seeking to promote growth and competitiveness.

Keywords: small and medium enterprises, restrategizing, sustainable growth, adaptive leadership, digital transformation.

IDENTIFYING AND MAPPING MALARIA-VULNERABLE AREAS IN DAMATURU TOWN-NIGERIA USING SATELLITE DATA

Zumo Isa Muhammad, Dasin Muhammad Saadu and Kyari Modibbo Babagana

Abstract

Mapping is one of the entrepreneurships contributing to sustainable economic growth. Many maps center on administrative boundaries, land ownership, and resource exploration to mention a few. However, little attention was paid to disease mapping; specifically, malaria as it is one of the diseases that is common in Nigeria. This study uses satellite data and Geographic Information System (GIS) technology to map out vulnerable areas for mosquito breeding in Damaturu town Nigeria. It uses satellite data for September 2024 to identify and map out these favourable mosquito breeding areas using factors such as soil wetness, vegetation cover, gutters, temperature, and population density with assigned weights as 5, 5, 3, 4, and 4 respectively. The results were presented in five classes showing very high, high, moderate, low, and extremely low vulnerable areas. These results were validated statistically using the records of malaria cases from hospitals for each ward for the same month in the town. The maps produced by this study will be of great use to the health department in combating the malaria disease

Keywords: Mapping, Satellite data Mosquito, Malaria, Vulnerable areas

IMPACT OF DIGITAL MARKETING ON CUSTOMER BUYING BEHAVIOUR IN KADUNA NORTH LOCAL GOVERNMENT AREA

Aliyu Aminu Abbas

Abstract

The study analyzed the impact of digital marketing on customer buying behavior in Kaduna north local government Area. In this research, the research design that was used for this study is cross-sectional and survey research design. The Population for this study comprises the entire people of Kaduna north local government Area. Sample size is approximately 384 and determination table was used to determine the sample of this study. The source of data for this study is the primary source while questionnaire was the tool used for the collection of the said data. Multiple regression was used to analyze the data collected. The findings of the study revealed that pay-per-click positively and significantly impacting on the customer buying behavior in Kaduna North LGA. The study concluded that Pay-per-click, social media marketing and marketing automation do have positive and significant impact on the customer buying behavior in Kaduna North LGA. The study recommends that customers with Kaduna North Area should engage in pay-per-click marketing because it is shown to be effective to provide customer with ease option in knowing what to buy and the cost of the product instantly.

Keywords: Pay-per-click, Social Media Marketing, Customer Buying Behavior

THE CONTEXTUAL CREATIVITY AND FRUGAL INNOVATION IN AFRICAN ENTREPRENEURSHIP

Idris Abubakar[*], Emmanual, O. Abah[†] & Abubakar Sadiq, A[‡].

Abstract

This paper explores the critical role of innovation and creativity in shaping entrepreneurial success across the African continent. Unlike traditional models rooted in industrial economies, African entrepreneurship is characterized by contextual adaptation, frugal innovation, and cultural creativity. Entrepreneurs across sectors including agriculture, fashion, fintech, and renewable energy are crafting unique value propositions that respond to infrastructural challenges, socio-economic disparities, and shifting consumer behaviors. The paper argues that African innovation is not merely about disruption but about iterative, community-embedded solutions that reimagine existing systems through local ingenuity. It highlights how youth and women-led ventures are at the forefront of this movement, often blending indigenous knowledge with modern technology to create scalable, inclusive enterprises. Drawing on case studies from across West, East, and Southern Africa, the paper presents a framework for understanding "contextual creativity" as a distinct entrepreneurial force. In doing so, it calls for a reassessment of what constitutes innovation and urges scholars and policymakers to develop models that reflect Africa's distinct entrepreneurial realities.

Keywords: Contextual creativity, Frugal innovation, African entrepreneurship, indigenous knowledge, modern technology.

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RE-ENGINEER ENTREPRENEURSHIP EDUCATION THROUGH LITERACY EDUCATION: IMPLICATIONS FOR POVERTY REDUCTION AND SUSTAINABLE ECONOMIC DEVELOPMENT IN 21ST CENTURY, NIGERIA.

Benard Ojobor, PhD

Abstract

The paper ex-rayed the unemployment situation in the 21st Century and Nigeria in particular. Efforts being made globally in relation to sustainable development goals to overcome this problem. This paper reviewed the concept of entrepreneurship and how it can be achieved through literacy and functional education and how it can be re-engineer via literacy education to reduce poverty and youth unemployment in order to improve the standard of living in line with Sustainable Development Goals' objectives. Some entrepreneurship education strategies have also been identified and this can be adopted to fight the menace. It also explored that, functional educational can foster entrepreneurship education positive mind set on the youths by shaping their attitude at early age. It is a catalyst for change, transformation and social economic development. Literacy enhances business enterprise and human resource development. The statistics are disgusting and may continue to increase if nothing is done to salve the situation. The higher rate of employment and poverty has been associated with the low level of entrepreneurial development in the country. Entrepreneurship has become the engine of economic growth and development. It comes with dreams, visions and missions with desire motivation and commitment to success limitations. Therefore, the study looked into poverty reduction through literacy by re-engineering entrepreneurial education for sustainable development in Nigeria. It was recommended that government should integrate adequate entrepreneurship education on youth literacy programmes for skill acquisition towards self-reliance and more training centres on entrepreneurship education should be set in different areas of human endeavours.

Keywords: Re-engineer, entrepreneurial skills, literacy, poverty reduction, sustainable development and globalization.

UNSYSTEMATIC RISK AND FINANCIAL PERFORMANCE OF LISTED DEPOSIT MONEY BANKS IN NIGERIA

Dr. Murtala Abdullahi

Abstract

The study investigated the effect of unsystematic risk on financial performance of listed deposit money banks in Nigeria for the period 2015 to 2023. Secondary data was extracted from the financial statements of the thirteen banks that make up the population of the study. Unsystematic risk as an independent variable of the study was proxied by deposit risk, liquidity risk and capital adequacy risk, while return on equity was used to represent financial performance as dependent variable of this study. This study adopted generalized least square random effect multiple regression technique in analyzing the data. The findings of the study show liquidity risk and capital adequacy risk has positive significant influence on financial performance. This study recommended that banks' management should continue to manage their liquidity risk and capital adequacy risk in their banks efficiently and effectively in line with the directive of regulatory authorities, since the findings of the study show liquidity risk and capital adequacy risk has positive significant impact on banks' financial performance.

Keywords: Deposit Risk, Liquidity Risk, Capital Adequacy Risk, Financial Performance and Portfolio Theory

EMPOWERING FUTURE LEADERS: THE ROLE OF ENTREPRENEURSHIP EDUCATION ON SUSTAINABLE ECONOMIC GROWTH

Chiekezie Chimaobi Johnson

Abstract

This study explores the pivotal role of entrepreneurship education in empowering future leaders and fostering sustainable economic growth. As economies worldwide face challenges such as unemployment, poverty, and environmental degradation, entrepreneurship education emerges as a critical tool for equipping individuals with the skills necessary to innovate and create value. Through a comprehensive literature review and analysis of case studies, this research highlights how entrepreneurship education not only enhances employability and self-reliance among youth but also aligns with the United Nations Sustainable Development Goals (SDGs), particularly in promoting quality education and decent work.

The findings reveal that effective entrepreneurship programs can cultivate a mindset of social responsibility and sustainability, enabling entrepreneurs to address pressing global challenges while driving economic progress. However, the study identifies significant barriers to implementing these educational initiatives, including institutional constraints and resource limitations. To overcome these challenges, the research offers actionable recommendations for policymakers, educational institutions, and industry stakeholders aimed at enhancing the effectiveness of entrepreneurship education. Ultimately, this study underscores the necessity of integrating sustainability into entrepreneurship curricula as a means to empower future leaders who can navigate complex economic landscapes and contribute positively to society. The insights gained from this research provide a foundation for further exploration into the intersection of education, entrepreneurship, and sustainable development.

Keywords: Entrepreneurship education, sustainable economic growth, empowering future leaders, entrepreneurial mindset

EVALUATING CONSERVATION OF BIODIVERSITY ENTREPRENEURSHIP FOR SUSTAINABLE TOURISM IN GASHAKA – GUMTI NATIONAL PARK – NIGERIA

Mohammed Saadu Dasin and Abubakar Bashir

Abstract

Tourism entrepreneurship identifies, evaluates, and explores opportunities that create new tourism businesses. However, most of our national parks were limited in exploring and evaluating the nexuses between the Conservation of Biodiversity and development of sustainable ecotourism in relation to the host communities as entrepreneurs. This study explores the connection between the Conservation of Biodiversity and development of sustainable ecotourism in the Gashaka National Park. Data for the study was collected from 450 randomly selected respondents from selected communities, and Gashaka – Gumti National Park. The Data was analysed using a proportionate statistics and results were presented as percentage, frequency tables and plate. The study shows almost 80% were admitted to be conversant with the importance of the National Park. About 75% of the respondents have over 60% of their monthly income derived from participation in the ecotourism activities in the park and almost 80% of the respondents perceived Gashaka - Gumti National Park as a major pull factor that is responsible for infrastructural development across the communities Based on the findings, some recommendations were made which include enhancement of community participation on biodiversity conservation, provision of complementary infrastructure to develop ecotourism among others.

Keywords: Biodiversity, Conservation, Perception, Community Participation.

ENTREPRENEURIAL ORIENTATION AND ITS IMPACT ON SUSTAINABLE FINANCIAL REPORTING

Abdulrahman Shettima

Abstract

Entrepreneurial Orientation (EO) has become a critical factor in shaping sustainable financial reporting practices, as firms seek to balance profitability with social responsibility. This paper explores the relationship between EO and sustainable financial reporting, emphasizing how innovation, risk-taking, proactiveness, and autonomy influence corporate sustainability practices and transparency in financial disclosures. By leveraging grounded theories and contemporary perspectives on sustainable development, the study highlights the role of EO in fostering more comprehensive reporting frameworks that integrate environmental, social, and governance (ESG) metrics alongside traditional financial data. The paper argues that organizations with a strong EO are more likely to embrace innovative reporting practices, take calculated risks in disclosing future-oriented sustainability metrics, and adopt proactive strategies to meet emerging global sustainability demands. The findings offer valuable insights for academics, policymakers, and practitioners aiming to enhance financial reporting standards and promote sustainable business practices in an evolving global economy.

Keywords: Entrepreneurial Orientation, Sustainable Financial Reporting, Innovation, Risk-Taking, Corporate Social Responsibility, Environmental, Social, and Governance (ESG), Sustainability, Financial Disclosure

SCALING-UP HOMEGROWN INNOVATIONS FOR ENGINEERING ENTREPRENEURSHIP IN THE CONTEXT OF AFRICA'S INDUSTRIALIZATION AGENDA 2063

Edwin Albert Umoh

Abstract

Leveraging disruptive technology tools coupled with strategic policies to scale up technological innovations in Technical and Vocational Education and Training (TVET) institutions is a smart way to fast-track the goal of technological self-reliance and industrialization in Africa in the long run, and rev up entrepreneurial capability and capacity in Nigeria. Technological innovations domiciled in TVET institutions in Nigeria have remained largely in their prototypical states due to the lack of state-of-the-art facilities and knowledge base essential to add competitive edges to their design forms, elegance, and appeals. Despite the proliferation of homegrown engineering innovations capable of serving Africa's primordial needs, especially in agriculture and food security, their importance and marketability have been hampered by human factors, policies, and prevailing education models in TVET institutions. In this paper, we discussed the strategic imperative of scaling up these innovations to make them competitive and marketable, prioritizing their adoption, and remodeling education cultures to fast-track the attainment of Africa's Industrialization Agenda 2063.

Keywords: Advanced manufacturing; Africa's industrialization agenda 2063; homegrown engineering innovation; technological innovation.

ENTREPRENEURIAL AWARENESS AND SKILLS FOR ECONOMIC SUSTAINABILITY OF GRADUATES: OFFICE TECHNOLOGY AND MANAGEMENT TO THE RESCUE

Gabriel Adewale SOYEBI, PhD

Abstract

This study sought to contribute to the body of knowledge on entrepreneurial awareness and skills in Office Technology and Management (OTM) towards economic sustainability of graduates. The population of the study spanned across the three tiers of Ogun State-owned tertiary institutions, Nigeria. Two research questions focusing on the students' level of entrepreneurial awareness; and skills expected by OTM students for entrepreneurship guided the study. A 15-item self-developed questionnaire entitled "Entrepreneurial Awareness Questionnaire" (EAQ) was used to collect data from 403 respondents. The questionnaire was validated by three experts and its reliability coefficient was established at .74 using Cronbach Alpha Coefficient method. The data collected were analyzed using descriptive statistics. The study found out that by acquiring entrepreneurial skills, OTM graduates are more likely to be employed or become self-employed, contributing to countries' economic growth. The study concluded that in spite of the enormous potentials in Office Technology and Management programme, there is need to arouse the curiosity and interest of students to entrepreneurship opportunities inherent in the programme. The study recommended, among others, that OTM students must embrace the provided opportunity in the programme and acquire requisite entrepreneurial skills for self-reliance, economic sustainability and ultimately national economic development.

Keywords: Awareness, Entrepreneurship, OTM, Skills, Sustainability

OBSTACLES AND MOTIVATORS FOR NIGERIAN ENTREPRENEURS ON DOMESTIC CONSTRUCTION COMPANIES

Buhari Mohammed Ardo, Yahaya Saleh and Salisu Muhammad Baba

Abstract

The Nigerian entrepreneurs on construction industry is structured according to economic units that create built environments and provide advisory services; these include housing developments, structures that support national development services, and objects that are part of technical infrastructures. As the industry's outputs became increasingly in demand, entrepreneurs grew along various specializations. Despite the advancements in the sector and the improved ability of the banking sector to offer financial support, entrepreneurs appear to hold a dominant position on the African continent. Construction companies from both developed and developing nations are progressively entering the global construction market (GCM) to increase profits and survive the present economic downturn that is impacting their economies. The aim of this study is to identify the factors that promote and hinder Nigerian domestic construction companies (NDCC) growth into the GCM. Oral interviews, questionnaire administration, case studies, and literature reviews are the techniques to be employed. Funding organizations will use the study's findings to determine particular areas of need in the research areas and potential collaboration or intervention opportunities in the Nigerian building sector. This is because of the potential to play a significant role in developing markets in Africa.

Keywords: Entrepreneurs, Obstacles, Construction Companies, Growth.

ENTREPRENEURIAL ACHIEVED CHARACTERISTICS AND MICRO-SMALL BUSINESS PERFORMANCE IN ANAMBRA STATE, NIGERIA

Akwaeze, Emeka Alex PhD

Abstract

This study examines the impact of entrepreneurial achieved characteristics on the performance of micro-small businesses in Anambra State, with revenue growth as the dependent variable. Guided by the Resource-Based View (RBV) Theory, the study explores how factors such as educational background, business training, work experience, motivation, leadership ability, and risk-taking behaviour influence revenue growth. Using a sample size of 353 respondents, data were collected through structured questionnaires and analyzed using simple percentages for demographic profiling, mean and standard deviation for descriptive statistics, and the Error Correction Regression Model (ECRM) for hypotheses testing. Preliminary findings reveal that business training ($\beta = 0.472$, $p < 0.05$) and work experience ($\beta = 0.389$, $p < 0.05$) are the most significant predictors of revenue growth, while risk-taking behaviour has a weaker but positive impact ($\beta = 0.201$, $p < 0.10$). The demographic analysis shows that 64% of respondents have at least secondary education, with 58% possessing more than five years of business experience. The ECRM indicates that entrepreneurial characteristics account for 68% of the variance in revenue growth ($R^2 = 0.68$), confirming the critical role of human capital in driving business performance. The study concludes that entrepreneurial development programs focusing on skill acquisition and experiential learning are essential for enhancing small business growth. It recommends policy interventions to provide subsidized training and mentorship for entrepreneurs. These findings underscore the importance of investing in entrepreneurial capacity to foster economic growth, employment, and poverty reduction.

Keywords: Entrepreneurial Achieved Characteristics, Revenue Growth, Micro-Small Businesses, Resource-Based View, Anambra State

CRITICAL ANALYSIS OF THE RELATIONSHIP BETWEEN ENTREPRENEURSHIP SKILLS AND BUSINESS SUSTAINABILITY: A STUDY OF SELECTED SMALL BUSINESSES IN ENUGU METROPOLIS, NIGERIA

Achilike I Nicholas Ph.D and Joy Ugwu Ph.D:

Abstract

The study focuses on the connection between business sustainability and entrepreneurship skills. Small and medium-sized business sustainability suffers greatly by the approach and procedure used to detect the entrepreneurial skill gap in the majority of organizations. This study therefore, was designed to critically analyze the relationship between entrepreneurship skills and business sustainability, with a focus on how effective leadership skills, creativity, risk-taking and affect the growth of small and medium-sized businesses. The population of the study was 1,648 and a sample size of 313 was drawn. The data analyses were carried out using the Statistical Package for the Social Sciences (SPSS), while the Pearson product- movement correlation coefficient and the one-sample test were used to test the hypotheses formulated in the study. Findings from the study reveal that the relationship between effective leadership and business sustainability was high as indicated by the two variables, ($r=.343$, $p < .000$) Also, the level of impact of creativity on business sustainability was low, ($r =.725$, $p > .020$). Pearson collection coefficient confirms this assertion. The Pearson product-movement correlation results attest to the considerable degree to which taking risks impacts a company's capacity to survive, ($r =.998$, $p < .000$).). Similarly, there was a very strong positive relationship between innovative ideas and business sustainability as indicated by Pearson Correlation coefficient ($r =.908$, $p < .000$). Based on the findings, the study concludes that when the right skills are acquired, implemented on a daily basis and also taught to their workers, it will create a high chance of sustainability among small and medium enterprises. Finally, it is recommended that entrepreneurs should take into consideration that the creativity, risk taking, innovation, effective leadership and strategic thinking arises in the shape of concepts, business ventures, technological advancements, or inventions, managers should give top attention to any problem relating to creativity.

Keywords: Entrepreneurial Skills and Business Sustainability

THE IMPERATIVE OF DIGITAL ENTREPRENEURSHIP FOR WEALTH CREATION IN NIGERIA

Ndefo Ifeoma Comfort PhD, FNIPR

Abstract

Digital entrepreneurship has become a transformative force in wealth creation, particularly in developing economies like Nigeria, where traditional business models face significant limitations. This study explores its role in driving economic growth, reducing unemployment, and addressing systemic barriers to wealth distribution. Employing a mixed-methods approach, it combines quantitative data on the performance of digital enterprises with qualitative insights from entrepreneurs, policymakers, and industry stakeholders. Grounded in Schumpeter's Theory of Innovation and Institutional Theory, the study identifies key drivers such as mobile technology adoption, the rise of e-commerce platforms, and fintech innovations, which have expanded market access and financial inclusion. However, challenges like inadequate digital infrastructure, regulatory hurdles, and limited digital literacy constrain the sector's measurability. The study argues that overcoming these challenges through strategic policy interventions, investments in digital education, and public-private partnerships is crucial to unlocking digital entrepreneurship's full potential. By addressing these barriers, Nigeria can accelerate wealth creation, reduce income inequality, and achieve sustainable economic development. This research contributes to the discourse on digital transformation in emerging markets, offering practical recommendations for stakeholders seeking to solidify growth.

Keywords: Digital entrepreneurship, wealth creation, Nigeria, economic growth, digital transformation, fintech.

IMPACTS OF CLIMATE CHANGE ON SUSTAINABLE DEVELOPMENT IN NIGERIA

Mohammed Yabagi

Abstract

Climate change pose significant challenges to sustainable development in developing nations, where economic vulnerabilities and social inequalities are often most pronounced. This paper examines the multifaceted ways in which climate change disrupts sustainable development goals (SDG's) in these regions, particularly focusing on its effects on agriculture, water resources, health, and economic stability. The intersectionality of climate change and socio-economic factors also highlights the disproportionate impact on marginalized communities, further entrenching inequality and hindering social progress. By prioritizing climate challenges smart interventions and inclusive governance, developing nations can navigate the complexities of climate challenges while striving to achieve sustainable development objectives. This paper contributes to the broader discourse on climate justice and sustainable development, advocating for international cooperation and support mechanism tailored to the unique context of developing countries.

Keywords: Sustainable Development, Climate Change, Economic Vulnerabilities.

IMPACT OF GOVERNMENT SUPPORT PROGRAMS ON THE PERFORMANCE OF SMALL AND MEDIUM ENTERPRISES IN MUBI ADAMAWA STATE, NIGERIA

Minnessi Kibikiwa Glenn (PhD)

Abstract

The study assess the impact of government support programs on the performance of Small and Medium enterprises (SMEs) in Mubi, Adamawa State, Nigeria. The paper adopt the Resource Based View and Institutional theories as tool for analysis. The paper adopt a mixed-research methods; quantitative data was sourced from a survey of SMEs through questionnaire measuring key performance indicators of revenue, employment and profitability, while interview was used for qualitative data with SME owners and government officials. Data was collected from one hundred (100) respondents for both survey and interview. Data quantitative data was analyzed using regression analysis in which relationship between participation in government programs by SMEs and SMEs performances was measured while the qualitative data was analyzed thematically. Findings revealed effectiveness of the various support programs of government on SMEs in Mubi Adamawa state. It also revealed that certain challenges prevents SMEs from taking full advantage of these supporting government programs. Therefore, the paper among others recommends that; government should improve on its financial intervention with regards to access to funds, improve on the security of the areas to enable a better implementation of the support program, it also recommends improvement on key infrastructures such as electricity and road.

Keywords: small and medium enterprises, government support Programs, SME Performance, and resource Based view

INDIVIDUAL AND TECHNOLOGY CHARACTERISTICS AS PREDICTORS OF MOTIVATION TO USE DIGITAL LIBRARY AMONG POLYTECHNIC STUDENT IN ONDO STATE, NIGERIA

Cyril Iloba Ijeh

Abstract

Digital libraries offer a lot of advantages for students and this explains why may tertiary institutions including polytechnics in Nigeria have invested in creating various digital libraries. However, many of the libraries often experienced low patronage as students are more inclined to use other source of digital information. In line with this, the study examines the influence of examine individual characteristics, technology characteristics and the motivation to use digital library among polytechnic student in Ondo State, Nigeria. The study adopted the descriptive survey research with the population including 13,407students from two government owned polytechnic in Ondo State. Multistage sampling procedure was followed to select 375 students as sample. A structured questionnaire was used for data collection. The data was analyzed using both inferential and descriptive statistics. The results show that individual characteristics (Adj. R2 = 0. 244, $p<0.05$) has significant but weak influence on the motivation to use digital library among polytechnic student in Ondo State. It was also found that technological characteristics (Adj. R2 = 0. 325, $p<0.05$). In addition, multiple regression analysis showed that technology characteristics and individual characteristics have a positive and significant combined influence (Adj. R2 = 0. 488, $p<0.05$) on the motivation to use digital library among polytechnic student in Ondo State. The study concluded that the moderate positive perception of the technology characteristics related to digital libraries in their underscores the importance of user satisfaction and engagement. It was therefore recommended that polytechnic libraries should provide comprehensive training on how to effectively use digital libraries.

Keywords: Digital Libraries, Information Services, Polytechnics, Selff-efficacy,

DERIVATIONAL PROCESSES OF DEVERBAL NOUNS IN ENGLISH AND OKPEMERI

Omolaiye, Happy Ojo:

Abstract

Derivational process is key to vocabulary development. Hence, this study examined the derivational processes of deverbal nouns in English and Okpameri with a focus on identifying the morphological mechanisms employed by both languages predicating on Contrastive Analysis as a theoretical framework, the study analyzed data from both languages based their derivational processes. To achieve a significant goal, Okpameri data were got on-the-field while English data were gone from the English grammar text. A test instrument of 40 base verbs with their deverbal nouns were translated to Okpameri language by 200 in SS3 students' class who are natives of Okpameri. The findings reveal that while English employs a combination of affixation, conversion, compounding and suppletion to derive nouns from verb, Okpameri relies primary on prefixation and suppletion. Hence, Okpameri ESL learners may find it difficult in recognizing and using suffix attachment in English as this is not a future of their native language. Also, Okpameri ESL learners may find it challenging to understand and use the conversion process in English deverbal nouns as this process is assent in Okpameri linguistic system. Pedagogical recommendations were proposed to support language instruction in developing strategies to help learners to overcome the challenges which differences in morphological processes in English and Okpameri deverbal nouns may pose to Okpameri ESL learners. This study therefore, concludes by recommending that language teachers should come up with practical demonstration of English deverbal nouns in the L2 context. By so doing, the perceived problems Okpameri ESL learners will be confronting with while using English deverbal nouns will be minimized.

Keywords: English, Theoretical Framework, Noun

PERCEIVED SUPPORT: EXAMINING THE ROLE OF ACADEMIC INSTITUTIONS IN FOSTERING ENTREPRENEURIAL INTENTIONS AMONG STUDENTS

Alli Kudirat Olayiwonuola

Abstract

There has been a tremendous amount of research on the factors influencing entrepreneurial intentions, particularly the role of perceived support in shaping undergraduate students' aspirations and fostering an entrepreneurial mindset. According to the literature, there seems to be a widespread desire for entrepreneurship; however, aspiring students often lack the necessary skills and determination to pursue it effectively. In Nigeria, entrepreneurial activity will remain a cornerstone of economic development, with academic institutions expected to play a significant role in shaping students' entrepreneurial aspirations.

This study will explore the concept of perceived support—focusing primarily on institutional, and academic dimension—and its impact on fostering entrepreneurial intentions among students. Using a quantitative approach and drawing on the Theory of Planned Behaviour (TPB), the study will examine how students' perceptions of support influence key antecedents of entrepreneurial intention, including attitudes toward entrepreneurship, perceived behavioural control, and subjective norms. Data will be collected using a structured questionnaire divided into three sections: demographics, perceived support (institutional, social, and infrastructural), and entrepreneurial intentions, based on the Theory of Planned Behaviour (TPB). The study will target undergraduate and postgraduate students across academic institutions in Ibadan Metropolis, ensuring diverse academic backgrounds. A stratified random sampling method will be used to select participants from various faculties and departments. The questionnaire will be distributed both physically and electronically to enhance participation. A pilot test with 30 students will ensure the instrument's clarity and reliability, with necessary adjustments made based on feedback. Data collection will involve 250 students, aiming for 200 completed responses (an 80% response rate). Statistical software will be used to analyse the data, focusing on the relationships between perceived support and entrepreneurial intentions.

The findings will provide valuable insights into how perceived support—encompassing institutional, social, and infrastructural dimensions—impacts the development of entrepreneurial intentions among students, offering actionable recommendations for academic institutions to enhance their support systems and foster an entrepreneurial culture.

Keywords: Perceived Support, Entrepreneurial Intentions, Academic Institutions, Entrepreneurial Education, Theory of Planned Behaviour

APPLICATION OF ELECTRIC ENERGY TO ENHANCE AGRICULTURAL INDUSTRY: A CASE STUDY OF NIGERIA

Engr. Ogbe, Inhim Bright

Abstract

Although Petroleum is still widely recognized as the mainstay of Nigeria's economy; however, Agriculture in Nigeria remains the bedrock of the nation's economy. To meet the increasing demand of 21st century, the world needs electric energy and food for its increasing population. Major requirement of food production is energy for agriculture and agro-based industries. Also, the conventional sources are more costly and exhaustible in nature. In order to cope up with this situation we need to move towards sustainable sources of energy in agriculture and agro-based industries. The technology such as solar water pumping system, Solar dryer, SPV spryer, gasifier for industrial application, solar power generation system, gasifier for power generation can be used. Stratified sampling method is employed where research questionnaire was completed. The results revealed significant improvement in agricultural industry with the use of electric energy.

The agriculture industry accounts for about 23.78 percent of Nigeria Gross Domestic Product (GDP), Mohammed, A (2023). Meanwhile, over 70 percent of Nigerians engage in the sector mainly at a subsistence level. However, the average farm size for crop or animal products is increasing and farm output is expected to increase with the application of electric energy in the automation of farms

Keywords: Electric Energy, Agricultural Industry, Solar Photovoltaic (SPV), Gasifier, Power Generation

HUMAN RESOURCE MANAGEMENT FOR ENHANCED SUSTAINABLE ENTREPRENEURSHIP DEVELOPMENT IN HIGHER EDUCATIONAL INSTITUTIONS IN NIGERIA

Cecilia Kwaghmimi Amough, Ph.D

Abstract

Human Resource (HR) is an important resource that determines the success of any organisation organization such as educational institutions cannot exist with entrepreneurial skills and knowledge or equip students with same without quality human resource management (HRM) in place. This paper examines human resource management with emphasis on enhanced sustainable entrepreneurship development in higher educational institution. The paper highlights the background of the topic and define concepts; it also stressed the importance of (HRM) practices that enhance sustainable entrepreneurship development in higher institutions. Conclusions and recommendations were made amongst others that managers of higher institutions should prioritize human resource (HR) in the school over all other resources to succeed in entrepreneurship education. It is also important for managers to understand that there cannot be success of any sort without people and this can be assured through the use of HR practices like compensation, staff development, staff maintenance, staff relation and procurement of staff.

Keywords: Human Resource Management, Entrepreneurship Sustainable Development.

ENTREPRENEURIAL ORIENTATION, PROCESS MANAGEMENT AND ORGANIZATIONAL PERFORMANCE IN NIGERIA

Dr. Idris A. Obomeghie

Abstract

This study examines the impact of Entrepreneurial Orientation (EO), Process Management (PM) and Organizational Performance (OP) in modern business environments. Entrepreneurial Orientation fosters innovation, risk-taking, and proactiveness, which are critical for achieving competitive advantage, while Process Management (PM) ensures efficiency, quality control, and operational stability. Using a quantitative research design and data was collected from 250 firms across various industries in Nigeria. The study employed multiple regression analysis to test hypotheses, revealing that Entrepreneurial Orientation and Process Management independently and jointly improve Organisational Performance, particularly in highly dynamic industries such as technology and manufacturing. The findings emphasize the need for business organisations to integrate Entrepreneurial Orientation and Process Management to sustain profitability, competitive advantage and growth. The study recommends that firms develop strategic alignment between innovation and process optimization to enhance long-term success.

Keywords:Entrepreneurial Orientation, Process Management, Organisational Performance, Profitability, Competitive Advantage.

MEDIATING ROLE OF ENTREPRENEURIAL SELF-EFFICACY ON THE RELATIONSHIP BETWEEN ENTREPRENEURSHIP EDUCATION AND ENTREPRENEURIAL INTENTION OF UNIVERSITY STUDENT IN NORTH-CENTRAL NIGERIA

Mohammed Bello Idris

Abstract

Globally, entrepreneurial intention is a widely acceptable means of stimulating graduates to venture into entrepreneurship as a means of reducing unemployment. This study empirically examined the mediating role of entrepreneurial self-efficacy on entrepreneurship education and entrepreneurial intention of university students in North-central Nigeria. The study is based on primary data collected from four hundred and six students using structured questionnaire. The data was analyzed using the technique of PLS path analysis. The finding of this study revealed that entrepreneurship education significantly influence on entrepreneurial intention of students in North-central Nigeria. Furthermore, the findings indicated that entrepreneurial self-efficacy was significantly related to entrepreneurial intention. In addition, the findings also revealed that entrepreneurial self-efficacy fully mediate the relationship between entrepreneurship education and entrepreneurial intention of university students in North-central Nigeria. The study concluded that entrepreneurship education aids the development of entrepreneurial intention through improved entrepreneurial self-efficacy. The study recommended that government and policy makers should devise means of improving entrepreneurial self-efficacy and entrepreneurship as they aid in the development of intention and subsequent venture creation.

Keywords: Entrepreneurship Education, Entrepreneurial Intention, Entrepreneurial Self-Efficacy

RE-ENGINEERING THE NIGERIA ECONOMY THROUGH 3-IS MODEL FOR COMPARATIVE ECONOMIC GROWTH

France O. Akpojedje and Andrew Ibhagbemien

Abstract

The general poor economic state of Africa especially Nigeria as a country call for serious concern. It is on record that all efforts to industrialize and diversify the Nigeria economy have not yield the desired result over the years. From research, other developed nations have undergone various economy crisis (poor economic state) which they have surmounted over the years. Therefore, there must be pragmatic approach that the developed nations adopt to see them through poor economic situations. Hence, it has become imperative to explore possible means of re-engineering the Nigeria dying economy through 3-Is model. Consequently, this paper examines re-engineering the Nigeria economy through 3-Is model for comparative economic growth.

Keywords: Model, Economy, Growth, Crisis Research

EVALUATION OF SKILL ACQUISITION AND CRAFTS PRACTICE POTENTIALS FOR SELF-RELIANCE AMONG STUDENTS OF ELECTRICAL ENGINEERING TECHNOLOGY DEPARTMENT

Okotie Lucky Edafe & Emmanuel Omosigho Osawaru

Abstract

This paper presents evaluation and discussion on the viability of skills application and crafts practice potentials for self-reliance among students of Electrical/Electronic Engineering Technology Department in the School of Engineering Technology, National Institute of Construction Technology and Management (NICTM), Uromi. The aim of the study is to identify viable skills application/crafts practices that students of Electrical/Electronic Engineering Technology, upon graduation can undertake for self-sustenance and employability. A descriptive research survey for data collection was designed, adopted and administered to 115 respondents comprising of 54 ND 1 students, 50 ND 2 students and 11 Electrical/Electronic Engineering Technical Staff. In doing so, a questionnaire tagged "Electrical Engineering Technology Craft Practice Skills Questionnaire (EETCPQ)" with a 4-point rating scale is employed. The content of the questionnaire was validated after being tested for reliability using Pearson Product Moment Correlation (PPMC) with a reliability coefficient (r) of 0.85. Data collected were analysed with mean and standard deviation to evaluate the research questions.

The result of the study shows that, the skills application and craft practices viable/suitable for students' self-reliance in Electrical/Electronical Engineering Technology include Electrical Installations works in Buildings (wiring and machines installation), Auxiliary electrical/electronic equipment/devices installations (such as DSTV, CCTV, Intercom, electric fencing skills), Solar Powered System Installation, Electrical/Electronic Maintenance and Repairs work. This paper therefore advice in the conclusion subheading that for sustainable economy to be achieved through poverty alleviation and job/wealth creation using entrepreneurship and skill acquisition as tools, adequate facilities and training equipment should be provided by government to enhance the practice of identified skills such as Electrical Installations works in building, Solar Powered Systems Installations, Auxiliary Equipment Installations and Electrical/Electronic Maintenance and Repairs Works in all the Polytechnics in Nigeria.

Keywords: Entrepreneurship, Electrical/Electronic Engineering Technology, Craft Practice, Skills, Self-Reliance, Self-Sustenance.

A FRAMEWORK FOR INTEGRATING ICT SKILLS INTO ORGANIZATIONAL DEVELOPMENT: A PATHWAY TO INNOVATION AND GROWTH

Dr. Abdullahi Aminu Kazaure, Amanwou Onyebuchi, Jamilu Murtala & Nasima Ibrahim

Abstract

In the rapidly evolving digital landscape, Information and Communication Technology (ICT) skills have become a cornerstone of organizational development. The 21st century has witnessed an unprecedented integration of technology into every facet of human life, including education and organizational operations. Information and Communication Technology (ICT) has emerged as a transformative force, reshaping industries and redefining the skills required for success. In this context, educational ICT skills—defined as the ability to effectively use digital tools and technologies for communication, problem-solving, and innovation which have become essential for both individuals and organizations. This paper examines the role of educational ICT skills in organizational development, focusing on how these competencies contribute to innovation, efficiency, and adaptability in a dynamic global economy.

Keywords: ICT, Development, Economy, Innovation, Efficiency

ENTREPRENEURIAL ENGINEERING; FROM IDEA TO PRODUCT

Emmanuel Osawaru Omosigho Okotie Lucky Edafe

Abstract.
This paper presents the opportunities and benefits of the Engineer as an entrepreneur. The Engineer must have a creative mind and aptitude to convert an idea into a business plan by creating value through new product. In this work, the practical steps and stages that may be followed in entrepreneurial engineering on how to start-off as a beginner or young Engineer and become an inventor of products capable of becoming income-producing businesses for self and other potential investors are carefully explained. Some of the militating questions often in the minds of young Engineers who may want to venture into entrepreneurship are that, 'how do I invent a new idea', 'how do I develop a business plan' etc. This paper attempt to give practical responses to all of these burning questions. Therefore, the concept of inventing an idea, patent application, business model and business plan development are presented and discussed with practical examples. This paper conclude presentation by highlighting the roles of entrepreneurial Engineers as assets to a nation's poverty alleviation and national economic development.

Keywords: Entrepreneur, Product, Business model, Business Plan, Patent, Investor.

MARKET SURVEY AS A PREREQUISITE IN THE PREPARATION OF BILL OF QUANTITIES FOR SUSTAINABLE COST EFFECTIVENESS FOR ECONOMIC DEVELOPMENT.

Sadiq Haruna & Abiodun Blessing

Abstract

Accurate cost estimation is essential for successful construction project delivery. Market survey is a critical aspect of cost estimation, providing essential data for preparing Bill of Quantities (BOQs). Sustainable cost effectiveness refers to the evaluation of the relative expenditure and outcomes of different courses of action, with a focus on achieving maximum benefits while minimizing costs and environmental impact. This study examines the importance of market survey in the preparation of BOQs, identifies challenges associated with conducting market surveys, examines the impact of market surveys on project outcomes and also examine how market survey as a prerequisite in the preparation of Bill of quantities leads to sustainable cost effectiveness for economic development. A mixed-methods approach was adopted, combining questionnaire surveys and case study analysis. The findings highlight the significance of market surveys in ensuring accurate cost estimation and effective project planning. However, challenges such as lack of reliable data sources, insufficient time and resources, and difficulty in accessing accurate market information were identified. The study's results have implications for construction professionals, emphasizing the need for improved market survey practices to enhance project outcomes.

The results show that market surveys are not always conducted regularly, and there are challenges associated with conducting them. However, the benefits of market surveys, including improved accuracy in cost estimation which in turn leads to reduced risk of cost overruns, are clear. The case study analysis demonstrates the positive impact of market surveys on project outcomes. To overcome market research challenges associated with inconsistent data, organizations should establish a standardized approach to data collection and analysis. This includes ensuring uniformity in methodologies and regularly updating sources to maintain relevance. By leading to accurate cost estimation, efficient resource allocation, enhanced project planning, increased transparency and accountability, and economic development benefits, market survey as a prerequisite in the preparation of BOQ is essential for achieving sustainable cost effectiveness for economic development.

Keywords: Bill of Quantities, Market survey/ research, cost estimation, Quantity Surveyor, sustainable cost effectiveness.

MATHEMATICAL MODELLING EDUCATION: A VERITABLE TOOL FOR ENTREPRENEURIAL MANAGEMENT IN EMERGING TECHNOLOGICAL ERA

Joseph Ogwuche Adikwu

Abstract

Mathematical modelling is a valuable tool for entrepreneurial management, as it allows business owners to make informed decisions based on data-driven insights. By creating mathematical models that simulate real-world scenarios, entrepreneurs can analyse various business scenarios, identify potential risks and opportunities, and optimize their operations accordingly. This paper explores the importance of mathematical modelling education in entrepreneurial management and highlights the benefits that learners and entrepreneurs can derive from this tool. The Du Pont's model of convergent of deterministic analysis is the reference model for the Mathematical model of the research. Entrepreneurial Mathematical modelling also helps to forecast revenue, expenses, profits and guide in proper resource allocation. The data for this work were collected from small and medium scale enterprises by the use of questionnaire method, documentation and simulation method which gives room for analysis given random factor influences. Data were analysed using developed model and statistical package like SPSS (ANOVA) and F - test as the test statistic. Results at two different significance levels indicated better performance by established enterprises when Mathematical model are employed in decision making. The research proffered recommendations which include but not limited to, Mathematical modelling should be used in business operations to manage risk and cash flow.

Keywords: Mathematical model, Management, Entrepreneurship, Education, Data

THE IMPACT OF ARTIFICIAL INTELLIGENCE ON ENTREPRENEURIAL DECISION-MAKING

Joshua Okoekhian, Clement Agbeboaye & Ali Aminu Muhammed:

Abstract

This paper explores the role of artificial intelligence (AI) in enhancing entrepreneurial decision making in the 21st century. The impact of AI in this era cannot be over emphasized, as entrepreneurs face unprecedented challenges and opportunities. AI is transforming various sectors, with entrepreneurial decision-making emerging as a critical area of application. This study explores how AI is reshaping organizational structure, decision making processes, workforce dynamics, and strategic growth. AI driven tools, such as machine language, natural language processing and predictive analytics, enable organizations to enhance efficiency, optimize workflows, increase productivity, and foster innovation. A survey was conducted using both online and offline questionnaires to collect data from employees, managers, and customers, capturing AI usage and its impact on productivity, decision-making, and satisfaction. Thematic analysis of qualitative data was performed to identify key trends and challenges, while statistical evaluation of survey results assessed AI's influence on productivity, decision-making, and employee satisfaction. Findings reveal that AI-driven analytics provide real-time insights, improving the accuracy and speed of strategic decisions and enhancing operational efficiency. This study underscores the significance of AI in organizational development by automating routine tasks and generating actionable insights from big data. AI empowers leaders to make informed decisions and anticipate future trends. Moreso, AI facilitates personalized employee experiences through adaptive learning platforms and advanced HR analytics, driving engagement and retention. However, the integration of AI also presents challenges, including ethical considerations, workforce displacement, data security and the need for continuous upskilling. This paper emphasizes that by strategically leveraging AI, entrepreneurs can position themselves as adaptive and competitive entities in the dynamic landscape of the 21st century.

Keywords: Artificial Intelligence, Entrepreneur, Decision-Making, Organizational Development.

HYDROXYAPATITE POWDER FROM WASTE POULTRY EGG-SHELLS FOR BIOMEDICAL APPLICATIONS

Abdullah S. Ibrahim, Abdulsalam A. Khadijat & Sulyman A. Rofiat

Abstract

The synthesized calcium phosphate compounds such as hydroxyapatite (HAp) have generated a great deal of interest because of their wide array of medical applications in orthopedics, plastic and dental surgery. With several million tons of egg-shells generated as bio-waste across Africa and in very greater part of the world; therefore, for conversion of these waste-to-wealth, this study examines the prospect of HAp powder, successfully prepared using calcined waste poultry egg-shells as a calcium precursor via chemical precipitation method by phosphoric acid as a phosphorous source. At optimal conditions, the pure HAp crystal produced with safe Acute and Sub-chronic toxicity tests gave Ca/P ratio of 1.66 (against conventional Ca/P ratio of 1.67) was well characterized for use in defined oral and orthopaedic treatments. This high-grade product (98.1% purity) is relatively cheaper as compared to the industrially available HAp powder produced through energy intensive thermal process, found exchanged between $538/kg to $695/kg at the international market. Hence, this work if fully scaled-up would add value to the development of biomedical science and technology, boosting the country's economic drives in the health sector.

Keywords: Hydroxyapatite, Waste, toxicity, powder

EMPOWERING NIGERIA YOUTH WITH ENTREPRENEURIAL AND DIGITAL COMPETENCE FOR SUSTAINABLE FUTURE

Ogunruku Festus Boluwatife

Abstract

Nigeria is home to one of the largest youth populations globally, with over 60% under the age of 25. However, the nation struggles with alarming unemployment rates, currently hovering at over 33% for youths. Entrepreneurship and digital competence have emerged as pivotal tools for addressing these challenges. This paper aims to dissect the intricate relationship between youth empowerment, skill-building, innovation, job-creation and economic sustainability in Nigeria.

Keywords: Entrepreneur, Digital, Sustainable, Empowerment

THE INFLUENCE OF PSYCHOLOGICAL FACTORS AS PREDICTORS OF ENTREPRENEURIAL SUCCESS FOR POVERTY REDUCTION.

Ogboji John, Ph.D

Abstract

Entrepreneurship is a cognitive process of psychological dimensions, so understanding the phenomenon is important to justify the entrepreneurial intention for decision-making process. This research provides a guideline on psychological factors having influence on entrepreneurial success. Human action is an outcome of his cognitive factors, his psychological attributes and intentions. Economic, social, cultural and other factors are responsible for new venture creation. Psychological factors play a crucial role in entrepreneurial success. The major psychological dimensions associated with entrepreneurship process are need for achievement, locus of control, risk-propensity, self-efficacy, tolerance for ambiguity, innovativeness, independence and autonomy and optimism. The study adopted the descriptive research design through a cross-sectional strategy. Structured questionnaires were administered to the respondents. Responses was coded and analyzed through descriptive statistics and with the tools of statistical Package for the Social Sciences (SPSS). Relying on a sample size of 200 entrepreneurs in Nigeria, the study provides further awareness and understanding of the interrelationship between psychological traits and entrepreneurial success.

Keywords: Entrepreneurship, Entrepreneurial Success, Psychological Characteristics, Poverty Reduction

ENTREPRENEURSHIP EDUCATION AND BUSINESS DEVELOPMENT (A FOCUS ON SELECTED ENTREPRISES IN UROMI METROPOLIS, EDO STATE)

Agbonkhese Ason Kingsley

Abstract

Entrepreneurship has been seen as an engine of economic development for its ability to create innovative and resilient individuals that focused in starting and growing new businesses to fruition. The dwindling rate of business development in Nigeria is a source of concern for national development. The study assessed the relationship between entrepreneurship education and business development. Based on survey design, three hundred and nine respondents were selected from the small-scale entrepreneurs in Uromi metropolis. Data were collected through questionnaire and analyzed with descriptive statistics. The hypotheses were tested with Spearman's rank correlation. The findings of the study include that there is a positive and significant relationship between entrepreneurial knowledge and successful business start-up; the availability of entrepreneurial skills have positive and significant effect on business growth. The study concluded that entrepreneurship education is a driver and panacea for enduring business development. The study therefore recommended as follows that government and stakeholders should advocate education at all levels to be entrepreneurship oriented to enhance business development; government should provide motivational incentives and encouragement to small scale business.

Keywords: Entrepreneurship, education, business, development and economic

ICT ENTREPRENEURSHIP MANAGEMENT

Nazif Abba Pali*

Abstract

This paper titled "ICT entrepreneurship management" focuses on the execution, strategic planning, and growth of technology-driven businesses. It involves leveraging Information and Communication Technologies (ICT) to create innovative solutions and business models that address emerging market needs. Effective management of an ICT enterprise requires a blend of expertise technically and entrepreneurial acumen, ensuring the company remains relevance and competitive in a rapidly evolving digital landscape. Key aspects include securing funding, identifying business opportunities, developing scalable business models and managing technological resources. Successful ICT entrepreneurs must traverse challenges such as technological obsolescence, regulatory changes, and market saturation. Additionally, they must foster a culture of adaptability and innovation, enabling their ventures to pivot and thrive amidst disruption. The role of ICT entrepreneurship management also emphasizes the importance of collaboration, networking, and leadership in building high-performing teams and creating sustainable businesses. With the increasing digitization of global economies, the importance of effective ICT entrepreneurship management continues to grow, offering immense potential for innovation and economic development.

Keywords: ICT, Entrepreneurship, Management, Funding and Regulatory Changes.

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THE CONCEPT OF DESKTOP PUBLISHING IN LIBRARIES AS ENTREPRENEURSHIP FOR SUSTAINABLE DEVELOPMENT

Ejeh Daniel Matthew

Abstract

This paper explores the concept of desktop publishing in libraries as entrepreneurship for sustainable development. With the increasing demand for digital content, libraries can leverage desktop publishing skills to create and disseminate information, promoting sustainable development and economic growth. This study examines the role of desktop publishing in libraries, highlighting its benefits, challenges, and opportunities for entrepreneurship and sustainable development. The findings suggest that desktop publishing can be a viable entrepreneurship venture for libraries, enabling them to create innovative products and services that support sustainable development goals. Furthermore, the study emphasizes how libraries, traditionally seen as passive repositories of information, can transition into active agents of change by utilizing desktop publishing tools to produce newsletters, brochures, e-books, and community resources. These services not only increase the visibility and relevance of libraries in the digital age but also provide avenues for income generation, job creation, and capacity building within communities. The research also identifies gaps in training and resources that may hinder adoption, proposing practical strategies to overcome these barriers. Ultimately, the study reinforces the potential of desktop publishing as a strategic tool for entrepreneurial innovation and sustainable development within library systems, especially in developing regions.

Keywords: Desktop Publishing, Libraries, Entrepreneurship, Sustainable Development, Digital Innovation

PRODUCTION OF SOFT BOARD USING SUGAR CANE BAGASSE

Otokiti Jimoh Mojeed Enoma

Abstract

Processing of agricultural products such as sugarcane and maize leaves a lot of agricultural waste. Sugarcane bagasse is one such product. When these wastes decompose, they produce methane, and when burnt, they emit carbon dioxide, both gases pollute the environment and contribute towards global warming. This research was to investigate an alternative use of bagasse from sugar processing industry and that from direct chewing of sugarcane. The growing demand for soft boards in the construction industry has posed a threat to forest cover since it is the largest source of raw material. The synthetic binders used are expensive and contribute towards environmental degradation through Urea Formaldehyde (UF) and Phenol Formaldehyde (PF) emissions. The research was to produce B-E boards using sugarcane bagasse and Gum Arabic and determine their mechanical and physical properties. The bending strength was found to be 0.66N/mm2, the tensile strength 0.18N/mm2, thickness swelling 9.7% and water absorption 6%. When these properties were compared with the corresponding values given by the Kenya Standard on fibre board specification (KS 2706-2:2017), the boards were found to be suitable for non-load bearing applications such as insulation and acoustics.

Keywords: Bagasse- Euphorbia board, B-E board

THE IMPACT OF EFFECTIVE BUSINESS COMMUNICATION ON ENTREPRENEURIAL DEVELOPMENT

Odoemenam, Temple Chibueze; NWOPA, Samuel Uchenna, & Okachi, Stephen Tochi

Abstract

Communication, viewed as the process of sending and receiving messages between two people, a person and a group or a group to a group, is considered an essential tool for organizational performances and growth. Effective communication is essential for the provision of the information needed by users to achieve specific goals. This study explores the impact of effective business communication on entrepreneurial development and performance, with particular focus on efficiency and profitability. With the use of purposive sampling, the study involved 50 employees of some small businesses in Uromi, Edo state, for the primary data while the secondary data were gathered from previous journals and books. Conceptualizing communication into horizontal and vertical forms and their effects on employees, findings indicate that effective communication in any business entity has a great influence in employee performance and contributes to organizational development by enhancing employee productivity through verbal communication, providing superior customer service, increasing the effectiveness of information systems, and maximizing employee performance benefits within the organization. Businesses therefore, are encouraged to maintain good flow of information across the organization so as to improve business profitability and employee performances in the long run.

Keywords- business communication, effective communication, employee performance, entrepreneurial development horizontal communication, impact, organization, vertical communication

ACCOUNTING ENTREPRENEURSHIP MANAGEMENT AND SUSTAINABLE ECONOMIC DEVELOPMENT.

Ogbu Moses Onwe, Ph.D

Abstract

Accounting entrepreneurship management plays a pivotal role in driving sustainable economic development by fostering financial transparency, informed decision-making, and responsible resource allocation. As entrepreneurs in the accounting field establish and manage firms that provide essential services—such as auditing, tax planning, financial consulting, and bookkeeping—they contribute significantly to the efficiency and stability of both small and large enterprises. By ensuring compliance with financial regulations and promoting best practices in financial reporting, accounting entrepreneurs enhance corporate governance and investor confidence, which are key pillars of sustainable growth. Furthermore, the strategic management of accounting firms creates employment opportunities, supports innovation through financial advisory services, and strengthens the financial literacy of clients, especially in under-served markets. The integration of sustainable practices into accounting entrepreneurship, such as green accounting and ESG (Environmental, Social, and Governance) reporting, further underscores its role in promoting long-term economic health. Effective management in this sector not only sustains the entrepreneurs' businesses but also enables them to contribute meaningfully to broader developmental goals, including poverty reduction, economic diversification, and inclusive financial systems. Thus, accounting entrepreneurship management serves as both a catalyst and a safeguard in achieving balanced, resilient, and sustainable economic development in today's rapidly evolving global economy.

Keywords: Accounting, Entrepreneurship, Management, Sustainable, Development.

EFFECTIVE PROCUREMENT ENTREPRENEURSHIP MANAGEMENT AND ORGANISATIONAL PERFORMANCE OF THE SUPPLY CHAIN PERSONNEL IN NIGERIA

Dr. Ankeli, Ogbugwa Marjorie (Ph.D)

Abstract

The main objective of this paper is to investigate the relationship between effective procurement. Entrepreneurship management and organizational performance of the supply chain personnel. The study took a deep insight of several pieces of works of literature on effective procurement entrepreneurship management and organizational performance stemming from several authors. The concept of procurement practices has been studied; the relationship between strategic procurement management and organizational performance has yet to be discovered. Informed by this besetting reality, solid evidence that validates the connection is required to conceptualize procurement entrepreneurship management. The study adopted a descriptive research design approach. The data was collected from 40 respondents who comprised the supply chain leaders of some selected business organizations in Nigeria. The respondents were randomly selected, and data were collected using a closed-ended questionnaire. The study's key findings indicated that sound procurement entrepreneurship management improves organizational performance of some selected business organizations in Nigeria. The study established that promoting e-procurement system management and strategic buy er-supplier relationships significantly contribute to organizational performance. Therefore, the study recommends that management adopt an electronic procurement system and e-procurement management and forge robust strategic buyer-supplier relationships to improve organizational performance. Therefore, this is a call on policy support and frame work to any other country which is striving to achieve economic success.

Keywords: Procurement Entrepreneurship Management, Procurement Mechanisms, Procurement Agencies, Organisational Performance, Supply Chain Management Systems

BUILDING PEACE AND LIVELIHOODS THROUGH ENTREPRENEURSHIP: ISLAMIC APPROACHES TO ECONOMIC RECOVERY IN CONFLICT-AFFECTED COMMUNITIES

Dr. Muhammad Auwal Sulaiman

Abstract

Communities affected by conflict often face serious challenges, including poverty, unemployment, and social unrest. This paper explores how Islamic teachings can be used to support peace and economic recovery through entrepreneurship. It focuses on key Islamic principles such as reconciliation (sulh), social reform (islah), and economic tools like zakat, waqf, and mudarabah that promote fairness and support for the needy. Using examples from Northern Nigeria and similar regions, the paper shows how these values can help people rebuild their lives and strengthen their communities. The study highlights how faith-based entrepreneurship can not only reduce poverty but also help restore peace and stability. The paper argues that these Islamic approaches deserve greater attention in both academic research and practical development policies aimed at achieving long-term, sustainable growth.

Keywords: Islamic entrepreneurship, peace building, economic recovery, sustainable development, conflict resolution, zakat, waqf, Northern Nigeria

DIGITAL ENTREPRENEURSHIP AND MARKETING PERFORMANCE OF SMA BUSINESSES IN UGBOKOLO METROPOLIS, BENUE STATE-NIGERIA

Emmanuel Ameh (PhD)

Abstract

This study examined the effect of Digital entrepreneurship on marketing performance of Small Businesses in Ugbokolo, Benue State. Specifically, the study investigated the effect of digital knowledge base and ICT market, digital business environment and digital skills and e-leadership on marketing performance of Small Businesses in Ugbokolo, Benue State. This study is anchored on Innovation theory by Shumpeter Joseph in 1912. The study adopted cross sectional research design. Data was collected through Questionnaire administration in the Census population of 300 selected small businesses in Ugbokolo Metropolis, Multiple Regressions were used to analysed the data with aid of SPSS version 25. It was revealed that digital entrepreneurship through digital knowledge base and ICT market, digital business environment and digital skills and e-leadership have positive effect on marketing performance of Small Businesses in Ugbokolo, Benue State. From the findings, it is concluded that, digital entrepreneurship through digital knowledge base and ICT market, digital business environment and digital skills and e-leadership have improved the marketing performance of Small Businesses in Ugbokolo, Benue State. It is recommended that small business in Borue state should adapt digital knowledge base and ICT market, digital business environment and digital skills and e-leadership so as to improve their marketing performance.

Keywords: Effect, Digital Entrepreneurship, Marketing Performance, Small Businesses, Ugbokolo Metropolis

ENTREPRENEURSHIP EDUCATION AND CLIMATE CHANGE KNOWLEDGE IN THE SOUTHWEST NIGERIAN POLYTECHNICS

Ademola Lukman Lasisi

Abstract

Environmental challenges posed by climate change continue to threaten businesses and economic development generally in developing countries. This study, therefore, examines the potentials of entrepreneurship education in Nigerian polytechnic to address the climate change concern in the training of future entrepreneurs. A random sample of 384 entrepreneurship education lecturers and instructors in Southwest Nigerian polytechnics was selected and administered a structured questionnaire on curriculum suitability, and innovativeness, as well as human resources to infuse climate resilience approaches in the training of students. Probit estimation of 296 observational data points indicates that technological innovation and new solutions for climate change have significant capacity to reduce the severity of climate change in Nigeria at 5% and 10% significance levels. Similarly, sustainable entrepreneurship practice is found as a positive factor to lessen climate change effects in Nigeria; however, the probit result shows that such a positive effect is insignificant at a 10% significance level. Consequently, the study affirms that the delivery of entrepreneurship education curriculum on design and development of technological innovation and climate-friendly new solutions can significantly mitigate the impact of climate change in Nigeria. The study recommends that sustainable entrepreneurship education should be the priority of entrepreneurship development in Nigeria, and appropriate sustainable education policies should be developed and implemented among polytechnics in Southwest Nigeria and at the national level.

Keywords: Climate change, Sustainable Entrepreneurship, Technology, Probit Model

A SCOPING REVIEW OF SOCIAL OF SOCIAL ENTREPRENEURIAL CHARACTERISTICS IN COMMERCIAL MOTORCYCLE START-UPS AND SUSTAINABILITY

Dr. Bola Christie Atulomah*

Abstract

The changing economic landscape in Nigeria has brought about increasing concerns regarding the survival and growth of small-scale businesses. Unlike large corporations and non-governmental organizations, small enterprises such as Commercial Motorcycle (CM) riding businesses often operate without strong financial backing or institutional support. This scoping review protocol aims to map available evidence on the characteristic features of social entrepreneurship that influence the start-up and sustainability of CM businesses. The significance of this review lies in its potential to offer insights into the entrepreneurial mindset and social support structures that underpin these artisan-level enterprises.

Guided by selected theoretical frameworks, the study outlines a structured approach to examining the principles that define social entrepreneurship in the context of small business ventures. The main objective is to explore whether concepts within the social entrepreneurship framework effectively describe the factors contributing to the survival and growth of such enterprises.

The methodology involves a systematic search of electronic databases for relevant published literature. The selection process is guided by well-defined inclusion and exclusion criteria. Key focus areas include entrepreneurial mindset, social support dynamics, sustainability indicators, and the broader economic context. This review will contribute to a clearer understanding of how small businesses navigate challenges and adapt through socially driven entrepreneurial strategies.

Keywords: Social Entrepreneurship, social support, mutual benefit, community support, Economic downturn.

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INTEGRATING ENTREPRENEURSHIP ORIENTATION INTO HUMAN RESOURCES MANAGEMENT (HRM): A KEY TO ORGANISATIONAL SUCCESS

Ogwuche, Michael Kenneth

Abstract

This paper will explore the intersection of human resources management and entrepreneurship, focusing on how organizations can leverage entrepreneurial approaches to drive human resource excellence. Human resources has evolved from the traditional administrative function to a strategic partner in driving organizational success. By adopting an entrepreneurial mindset and applying key principles of entrepreneurship management to HR practices, organizations can unluck new opportunities for growth, innovation, and competitive advantages. This paper will first define the concept of entrepreneurship management in the context of human resources, highlighting the key characteristics such as creativity, risk-taking, and a focus on value creation. It will then discuss the benefits of incorporating entrepreneurial elements into HR functions, including increased agility, responsiveness to change, and a culture of continuous improvement. Next, the paper will explore best practices for building human resources excellence through entrepreneurship management. This will include strategies for fostering a culture of innovation and empowerment within HR teams, as well as techniques for leveraging entrepreneurial thinking to drive talent development, performance management and organizational design. This paper will also examine real-world case studies of organizations that have successfully integrated entrepreneurial approaches into their HR strategies, showcasing the impact on employee engagement, organizational performance, and competitive positioning. The paper will argue that by embracing entrepreneurship management principles, organizations can transform their human resources function into a strategic driver of organizational success. It will offer actionable recommendation for HR leaders looking to build a culture of innovation, agility and excellence within their teams.

Keywords: Human Resources, Entrepreneurship Management, HR Excellence, Innovation, Organizational Development, Talent Management, Organizational Performance.

ROLE OF WORKFORCE TRAINING AND DEVELOPMENT IN ENHANCING ENTREPRENEURIAL COMPETITIVENESS IN NIGERIA

Usman Alhaji Yusuf PhD

Abstract

In today's dynamic and highly competitive business environment, the sustainability and growth of entrepreneurial ventures significantly depend on the competencies and adaptability of their workforce. Workforce training and development have emerged as crucial drivers of entrepreneurial competitiveness, particularly in developing economies like Nigeria, where small and medium enterprises (SMEs) constitute the backbone of economic activities. This paper examines the role of workforce training and development in enhancing entrepreneurial competitiveness in Nigeria, emphasizing how structured capacity-building initiatives can improve productivity, innovation, and market relevance of enterprises. The paper adopts a qualitative approach, drawing insights from existing literature, policy documents, and case studies of successful entrepreneurial ventures across key sectors in Nigeria. It highlights the persistent challenges facing Nigerian entrepreneurs, including a rapidly changing market environment, technological disruptions, and limited access to skilled labor. The paper argues that continuous workforce training and development not only bridge the skills gap but also empower employees to contribute meaningfully to organizational goals, adapt to new technologies, and drive product and service innovations. Findings reveal that enterprises investing in employee training programs—covering areas such as digital skills, financial management, customer relations, and leadership—tend to record higher levels of competitiveness and resilience in the face of economic fluctuations. Moreover, government-supported training initiatives and partnerships with educational institutions play a pivotal role in equipping the workforce with industry-relevant skills and entrepreneurial mindsets. The paper also underscores the need for an integrated national policy framework that promotes workforce development as a strategic tool for economic diversification and inclusive growth. In conclusion, the paper affirms that sustained workforce training and development are indispensable for enhancing the competitiveness of entrepreneurial ventures in Nigeria. It recommends the institutionalization of sector-specific training programs, incentives for businesses that prioritize employee development, and collaborative efforts between the government, private sector, and academia. These measures, if effectively implemented, will not only improve the global competitiveness of Nigerian enterprises but also contribute to job creation, poverty reduction, and national economic stability.

Keywords: Workforce Training, Employee Development, Entrepreneurial Competitiveness, Economic Growth, Nigeria.

SUSTAINABLE BUSINESS MODELS FOR PRINTING AND PUBLISHING ENTREPRENEURS IN NIGERIA

Ikwuta, Boniface

Abstract

This study investigates sustainable business models designed for printing and publishing entrepreneurs in Nigeria, responding to the sector's urgent need for innovation amid global competition and technological change. The Nigerian printing and publishing industry faces challenges including infrastructural deficits, shifting consumer preferences, and the commoditization of traditional print products. This research highlights the transition from product-centric to diversified, service-oriented business models that incorporate digital technologies and multimedia solutions to enhance economic viability, environmental sustainability, and social inclusivity. Key obstacles such as poor infrastructure, high import duties, limited financing, and skill gaps are examined alongside the role of government policies and industry advocacy. Strategies identified include diversification, adoption of digital printing, and innovative revenue streams like reader-supported publishing to improve competitiveness and profitability. By embedding sustainability principles within their operations, Nigerian entrepreneurs in this sector can build resilience, align with contemporary market demands, and contribute to national economic growth. The paper offers actionable insights and recommendations for stakeholders to develop scalable and sustainable business frameworks in Nigeria's printing and publishing industry.

Keywords: sustainable business models, printing and publishing, Nigeria, digital transformation, entrepreneurship, economic viability, environmental responsibility.

ENTREPRENEURSHIP IN LIBRARIES AND THE ROLE OF LIBRARIANS IN THE 21ST CENTURY, A NEW PERSPECTIVE

Antse Terfa Benjamin:

Abstract

This paper conceptualizes entrepreneurial librarianship and presents the librarian as an entrepreneur, that is able to initiate or provide information services and products to meet users need in various creative ways. The 21st century has indeed witnessed a new dimension in the area of library practice, capable of enhancing entrepreneurial opportunities. The paper further discusses libraries and librarians in this century. It portrays vividly the traditional libraries which were devoid of any form of ICT, as well as the librarians who lacked skills necessary for enhancing library services. The paper also presents the 21st Century libraries as those characterized by the use of ICT in the acquisition, processing, preservation and accessibility of materials. It highlights the new roles of the present-day librarians who have eventually become image makers, facilitators, intrusion server managers, online cataloguers, system analysts, web designers etc. The paper recommends the need for the 21st century librarians to train and retrain themselves while parent institutions should ensure that librarians are sponsored to both local and international conferences. Professional Associations are also urged to organize seminars/workshops for librarians at subsidized rates. The paper finally concludes that as libraries continues to change; librarians should strive to acquire necessary skills which will position them to fit in and perform maximally in the present-day libraries and those of the future.

Keywords: Entrepreneurship, Libraries, Librarian, ICT

EXPLORING EXPORT PROMOTION OF FASHION DESIGN ENTREPRENEURSHIP ORIENTATION FOR SUSTAINABLE ECONOMIC DEVELOPMENT IN NIGERIA

Maji Ali Ph.D & Mrs. Chinweudo Justina Ezeoru Ph.D:

Abstract

This paper examines the exploration of export promotion of fashion design entrepreneurship orientation for sustainable economic development in Nigeria. It noted that Nigeria's economy is largely dependent on the oil sector which have made her to experience severe deteriorating terms of trade each passing year. In recognition of this, Nigeria since over four (4) decades now have embarked on export promotion diversification strategies of her economy in order to revert this trend. The paper further noted that the export promotion drive of the government is yet to capture the fashion design entrepreneurship. However, this entrepreneurship possesses the capacity to foster economic self-reliance and stimulate sustainable economic development in Nigeria. The main target of the study is the need for orienting both the government and fashion design entrepreneurs to access export incentives to achieve the national goal of improving their contribution to sustainable economic development of Nigeria. Thus, using a qualitative approach, the paper examines the potential social and economic impacts of the fashion design entrepreneurship including the potentials for increasing their international marketability for foreign exchange earnings. The findings reveals that fashion design entrepreneurship has capacity to generate huge revenue, employment for all demographics and stakeholders in the value chain. However, there exist some inherited significant challenges associated with the orientation and design process. In order to avoid these, the paper therefore recommends government and private sectors collaboration to set up an Export Expansion Fashion Fund (EEFF) to give grants and initiate favourable investment policies in infrastructure for fashion design entrepreneurs among others to enable them contribute significantly to sustainable development in Nigeria.

Keywords: Fashion design, entrepreneurial orientation, self-reliance, export promotion, sustainable development.

ENHANCING SOCIAL MEDIA SECURITY USING TWO FACTOR AUTHENTICATION (2FA)

Dr. Salim Ahmad, Dr. Sanjeev Kumar & Muhammad Hamza Adam

Abstract

Security and privacy issues are major concerns for the users of social media across the globe, several cases of accounts hacks, unauthorized accesses, breaches in privacy are what is seriously affecting the users of social media. Although, there is no perfect solution to these security and privacy vulnerabilities, researchers have developed many methods to reduce the issues associated with security and privacy in social media. In this research we proposed ways of enhancing the security in social media using Two Factor Authentication (2FA) using a review methodology. 2FA significantly increases social media security by adding an extra layer of protection. The multi-factor authentication method requires users to verify their identity through a second factor, like a code One Time Password (OTP) sent to their phone or a biometric scan, in addition to their password. This method makes it significantly difficult for unauthorized users to access accounts, even if they know the password. Solutions were provided as well as recommendation to enhance the social media security generally.

Keywords: Social media, Cyber Security, Data Privacy, Two Factor Authentication (2FA) and Identity Verification.

ACCESSIBILITY AND APPLICATION OF INFORMATION COMMUNICATION TECHNOLOGY (ICT) IN TEACHING OF AGRICULTURAL SECIENCE IN SOME SELECTED SECONDARY SCHOOLS IN KWARA STATE, NIGERIA

Dr. Adewumi Idowu Israel[*]

Abstract

The adoption of appropriate technology is a global ideology embraced across all facets of human society. In line with this, the present study investigated the availability and utilization of Information and Communication Technology (ICT) in the teaching of Agricultural Science in selected secondary schools in Kwara State, Nigeria. The specific objectives were to assess the influence of ICT on students' academic performance; examine the level of ICT usage among teachers, and identify key constraints to ICT utilization. A descriptive survey design was adopted for the study. Data were collected using structured questionnaires administered to 120 Agricultural Science teachers. Findings revealed that 70% of the schools had ICT facilities, however, regular usage by teachers was low. It was discovered that only 30% of the respondents reported frequent use of ICT in their instructional delivery. The major constraints identified included inadequate trained ICT-trained agricultural teachers (71.7%), irregular internet connectivity (57.5%), and insufficient maintenance of existing ICT infrastructure (61.7%). Statistical analysis further showed a positive and significant influence of effective application of ICT on the teaching of agricultural science ($r = 0.78$; $p \leq 0.01$). Based on the findings, the study recommends that government agencies and educational stakeholders should provide adequate training and capacity building programs for teachers. This will enhance their proficiency in ICT use and improve instructional delivery in Agricultural Science.

Keywords: Agricultural Science Education, ICT Utilization, Secondary Schools, Kwara State, Nigeria

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INCORPORATING TECHNOLOGICAL ADVANCEMENTS IN THE TEACHING OF THE REAL ESTATE PROFESSION TO ENHANCE EMPLOYABILITY SKILLS; AN INVESTIGATION

A.A Yakub[*], S.D Gimba[†], Z.M. Zaidu[‡], Sakariyau, Jamiu Kayode[§] & Adebayo Falilat Folake[**]

Abstract

Despite the fact that implementing Digital Technology (DT) will enhance strategic decision-making and operational efficacy that would strengthen the entrepreneurship ability of the real estate professionals, the real estate property sector is infamously sluggish in doing so. With the emergence of new DT including block-chain, big data analytics, Automated Valuation Model (AVM), Artificial intelligence (AI) and machine learning (ML), property passports, geographic information systems (GIS), Internet of Things (IoT), lease extraction technologies, and proptech solutions and its use in education and global best practices, it is expected that there would be a wide spread technology-led innovation in the real estate market. Hence, to have a sustainable real estate profession within the service industry, digital competencies is needed by practicing Estate Surveyors & Valuers (ESV), which should be taught at the school level. Adopting a survey approach in institutions that offers real estate programme in Nigeria cum practicing ESVs, this paper investigated the integrative efforts, thus the extent to which DT has been incorporated in teaching, as a pedagogical tool, of real estate professionals towards entrepreneurial orientation that would lead to sustainable economic development. The outcome shows that the awareness level of practicing ESVs to DT in real estate practice is somewhat high (MV=3.7638) but its adoption is low (MV=2.4709) most especially as it relates to specialised real estate tools including PropTech (MV=2.0939). However, on the part of the academic

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departments, it is observed that most of these applications are rarely taught (MV=1.0768), hence the knowledge of these techniques is relatively low among students (MV=2.4357). The study concluded that the stumpy level of teaching and utilisation of DT will have a negative impact on real estate service delivery in the future when DT become indispensable. Therefore, in order to adapt to changing technology while collaboratively working to bridge the digital divide, the study recommends that real estate technology should be embraced and taught as a lifelong learning in the real estate realm.

Keywords: Digital technology, real estate, PropTech, technological advancement and AI

CLIMATE CHANGE, TRANSHUMANCE AND COMMON POOL RESOURCES MANAGEMENT IN YOBE STATE, NIGERIA

Lawan Cheri, Ph.D[*].

Abstract

Climate induced desertification and desiccation of waterbodies is forcing scarcity of common pool resources, affecting lives and livelihoods in the Sahelian parts of Northern Nigeria. Engaging in transhumance to seek for pasture, avoiding both heavy rain and aridity seems to be the culturally preferred solution among pastoralists. The imperative of the commons to the agrarian lifestyles of both sedentary farmers and Fulani pastoralists makes it a fulcrum around which conflicts revolves. Amidst climatic challenges, population growth is rapidly increasing the pressure on grazing fields, rivers, forests and farmlands thereby threatening sustainability. Worst still, regardless of ancestral origin, the pastoralists are treated as foreigners even where evidence of nativity abound. Consequently, in a situation where every resource user strives to take as much as possible before the other does the same, sustainable management of the commons becomes as daunting as it is necessary. This study employs a mixed research method to assess the perceptions of pastoralists, sedentary farmers and the resource managers on the challenges, and mitigation strategies. The paper recommends community-based management strategies as an acceptable means to ensure resource sustainability.

Keywords: Transhumance, Climate-change, Commons, Management

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OPPORTUNITIES IN THE APPLICATION OF TECHNOLOGY FOR BUSINESS DEVELOPMENT IN KANO, NIGERIA

Abdullahi Ibrahim*

Abstract

The advancement of technology has significantly impacted business development across the globe, including Kano, Nigeria. This paper explores the opportunities presented by technology for business development, focusing on how digital transformation can modernize businesses in Kano City. It also examines related literature to highlight the benefits and challenges of technological adoption in the business sector. The study employs a review methodology to analyze existing literature on the subject. The findings suggest that technology enhances efficiency, expands market reach, and improves business operations. The paper concludes with recommendations on how businesses in Kano can leverage technology for sustainable development.

Keywords: Opportunities, Technology, Business Development, Digital Transformation, Kano

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ENHANCING BIOLOGY LEARNING THROUGH THE USE OF INDIGENOUS LANGUAGE: A COMPARATIVE STUDY ON TEACHING THE NERVOUS SYSTEM IN YORUBA AND ENGLISH IN SELECTED SECONDARY SCHOOLS IN ONDO WEST LGA, NIGERIA.

Adebola,O.T, Sanni, R.O, Akinkuolie, A.O, Osungbemiro N.R and Akinmade, B.A[*]

Abstract

This study examined the impact of using indigenous language specifically Yoruba and English as the medium of instruction on students' academic achievement in the Biology topic "Nervous System." A quasi-experimental design was adopted involving pretest and posttest administered to 120 senior secondary school students from three co-educational schools in Ondo West Local Government Area of Ondo State, Nigeria. The students were divided into two experimental groups and one control group. The first experimental group was taught the topic using Yoruba language, the second using English, while the control group received no intervention. Data collected were analyzed using mean, standard deviation, and independent t-test statistics.

Findings revealed a statistically significant difference in the posttest scores of students taught in Yoruba compared to those taught in English and the control group. The results suggest that using mother tongue as the language of instruction has the potential to enhance comprehension and academic performance in certain science-related topics. This study supports the call for inclusive language policies in science education and affirms that indigenous languages can be effective tools for delivering scientific knowledge, particularly at the foundational learning stages.

Keywords: Indigenous Language, Nervous System, Biology Education, Mother Tongue Instruction, Student Achievement

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ENTREPRENEURIAL STRATEGIES IN THE DIGITAL ECONOMY: HARNESSING ICT FOR SUSTAINABLE GROWTH IN NIGERIA AND AFRICA

Henry Eronmosele Oriakhi*

Abstract

The digital economy is revolutionizing entrepreneurship, offering unprecedented opportunities for business growth, innovation, and economic development. This paper examines entrepreneurial strategies that leverage Information and Communication Technology (ICT) for sustainable growth in Nigeria and Africa. It explores the role of digital transformation, emerging technologies, policy frameworks, and the challenges faced by entrepreneurs in a rapidly evolving digital landscape. The study highlights key ICT-driven business models, including e-commerce, fintech, agritech, edtech, and healthtech, which are reshaping economic participation. Additionally, it addresses the role of government regulations, digital infrastructure, and financial accessibility in enabling or constraining entrepreneurial success in the digital economy.

Despite significant growth in digital entrepreneurship, challenges such as limited broadband penetration, cybersecurity risks, and regulatory hurdles persist. The study analyzes best practices and case studies from across Africa to identify effective strategies for overcoming these barriers. It also emphasizes the need for a robust policy environment, increased public- private partnerships, and targeted capacity-building initiatives to enhance the digital entrepreneurial ecosystem.

This paper provides actionable recommendations for fostering ICT-driven entrepreneurship, ensuring that digital transformation leads to inclusive and sustainable economic development.

By examining both opportunities and challenges, the study contributes to a comprehensive understanding of how ICT can be leveraged for entrepreneurial success in Nigeria and Africa.

Keywords: Digital Economy, ICT, Entrepreneurship, Sustainable Growth, Innovation

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NEXUS OF SOCIAL ENTREPRENEURSHIP, POVERTY ALLEVIATION AND GENDER VIOLENCE: LESSONS FROM SELECTED INTERNALLY DISPLACED PERSONS CAMPS MAIDUGURI

Adam Gana Bawa (PhD)[*]

Abstract

Economic entrepreneurship encompasses development, and implementation of business strategies to drive growth. Thus, social change, poverty alleviation and violence free society are part and parcel of economic development. The study area's raising poverty and GBV due to the insurgency results to deliberate policies and interventions that set the basis of this study; assessing the impact of social entrepreneurship on poverty alleviation and gender violence. Addressing gender violence is essential for poverty alleviation, thus, promoting economic development. The present study is a survey design based on a sample of 400 respondents drawn from three selected internally displaced persons camps in Maiduguri. However, this sample was selected through convenience sampling technique and a questionnaire was used for the data collection. Moreover, the obtained data was analyzed utilizing both descriptive and inferential statistics. Based on the study's hypothesis, the findings of the study revealed that social entrepreneurship and Poverty alleviation initiatives such as improved income level, healthcare, shelter, and, education had significant impacts on the gender violence in the study area. The study recommends that Government and other concerned bodies should operate under common fronts and platforms to develop ancillary mechanisms and policies that promotes social entrepreneurship.

Keywords: Entrepreneurship, Poverty, Displacement and Livelihood.

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ENHANCING ENTREPRENEURIAL ORIENTATION FOR SUSTAINABLE ECONOMIC DEVELOPMENT: THE ROLE OF OFFICE TECHNOLOGY AND ELECTRICAL ELECTRONICS ENGINEERING IN POLYTECHNICS IN SOUTHWEST NIGERIA

Eng. Dr. Taofeek Adekunle Abdul-Hameed[*] , Mr. Zainul Abideen Aliu[†] & Eng. Oluwafemi Muhydeen Tijani[‡]

Abstract

Entrepreneurial Orientation (EO) is a key determinant of sustainable economic growth more so in the developing countries.

This research investigates the influence of OTM and EEE on entrepreneurial orientation of polytechnic students in Southwest Nigeria. Based on a mixed, data were obtained through structured questionnaire and in-depth interviews involving 250 students and 50 lecturers drawn from selected polytechnics. Both descriptive and inferential statistical techniques, such as regression analysis, were used to evaluate the influence of OTM and EEE curricula on entrepreneurial competencies, innovation and business sustenance. It is found that there is a significant correlation between practical skills; knowledge gain in OTM and EEE and students' readiness for entrepreneurship. Poor access to funding, irrelevant curriculum, and poor industry–academic linkage were the challenges compounding the problem of effective entrepreneurial training. The study suggests that changes in curriculum, industry interface and the policies of the government will help promote is a more entrepreneurial orientation in technical education. These measures, if implemented will prepare graduates for sustainable economic development in Nigeria.

Keywords: Entrepreneurial Orientation, Sustainable Economic Development, Office Technology, Electrical Electronics Engineering, Polytechnics, Southwest Nigeria.

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ENTREPRENEURIAL ORIENTATION IN OFFICE TECHNOLOGY AND MANAGEMENT: PATHWAYS TO SUSTAINABLE ECONOMIC DEVELOPMENT IN POLYTECHNIC IN SOUTHWEST NIGERIA

Dr. Charlotte Bose Iro-Idoro[*] & Mr. Zainul Abideen Aliu[†]

Abstract

The role of Entrepreneurial Orientation (EO) is vital not only to convert educational programmes into engines of sustainable economic development but also to the overall development of society. This study explored the impact of the dimensions of EO: innovativeness, risk taking, proactiveness, and competitive aggressiveness on entrepreneurship capacity of Office Technology and Management (OTM) students and graduates of Polytechnic in Southwest Nigeria. A descriptive survey research design was employed. The participants of the study were OTM teachers, students and professionals from the industry and 300 sample were chosen by multi-stage sampling method.

We collected data through structured questionnaires on a four-point Likert scale and the data was analyzed with descriptive statistics (mean and standard deviation) and inferential methods (t-test). Results showed that the dimensions of EO positively influenced the entrepreneurial potential of OTM graduates. Association of digital skills, business incubation and industry partnership on entrepreneurial outcomes was significant. But institutional safety nets and policy landscapes faired less well. This study finds that EO is an essential driver of graduate enterprise but needs more institutional support. It suggests curricular re-focus, spending on digital tools and a better industry-academia interface to enable sustainable entrepreneurship through OTM education.

Keywords: Entrepreneurial Orientation, Digital Skills, Institutional Support, Sustainable Development

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DEVELOPMENT OF A PUBLIC-PRIVATE PARTNERSHIP MODEL FOR ENTREPRENEURSHIP IN NIGERIA

Emmanuel Omonzejele, B.Sc., M.Sc, Iramn

Abstract

This article explores the potential of Public-Private Partnerships (PPPs) to drive economic growth, innovation, and entrepreneurship in Nigeria. By leveraging private sector expertise and investment, PPPs can help bridge the infrastructural gap, improve service delivery, and promote economic development. The paper examines various PPP models, including Build-Operate- Transfer (BOT), Build-Own-Operate (BOO), and Design-Build-Finance-Operate (DBFO), and their applications in infrastructure development and public services. The paper highlights the benefits of PPPs, including improved efficiency, increased investment, innovation, and better risk management. However, it also notes the challenges associated with PPPs, such as the need for robust regulatory frameworks, effective risk allocation, and transparency. To ensure the success of PPPs in Nigeria, the article suggested developing PPP-friendly policies, investing in capacity building, prioritizing transparency and accountability, fostering effective partnerships, and regularly monitoring and evaluating PPP projects. By adopting a robust PPP framework, Nigeria can unlock new opportunities for economic growth, innovation, and entrepreneurship, ultimately improving the delivery of public services and infrastructure. The study concludes that PPPs can play a critical role in driving Nigerians economic development and promoting sustainable growth.

Keywords: Public-Private Partnerships Model, Entrepreneurship, Economic Growth, Innovation

EFFECT OF ENTREPRENEURIAL COMPETENCIES ON THE PERFORMANCE OF MSMEs IN NORTH-EASTERN NIGERIA

Abdulganiyu, Sharafadeen Iyanda*

Abstract

Challenges facing MSMEs performance are traceable to the competencies of the business owners in the sector. Understanding the competencies of the entrepreneurs is important to solve lingering problems that affect the performances of the MSMEs especially in the less developed countries and specifically some less performing states in Nigeria. Thus the main objective of this study was to investigate the relationship between entrepreneurial competencies and the performance of MSMEs in North-Eastern Nigeria. The study used cross sectional method for data collection from 265 respondents who are mainly owners and managers of MSMEs in North-Eastern region of Nigeria.

Data analysis was carried out using Partial Least Square-Structural Equation Model (PLS-SEM). Given the results obtained from statistical analysis, all the 3 direct null hypotheses were rejected, revealing the empirical evidence that personal competency, technical competency and ethical competency have significant positive effect on performance of MSMEs. The study recommends that stakeholders in entrepreneurship development need to invest in capacity building for the MSMEs owners and managers to boost their competencies and performance of their enterprises.

Keywords: Personal competency, Technical competency, Ethical competency, and MSMEs Performance.

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DESIGNING AN ART EXHIBITION ON ENTREPRENEURIAL THEMES IN NIGERIAN TERTIARY INSTITUTIONS

Dr. Kingsley Osaretin ERO[*]

Abstract

This paper explores the potential of art exhibitions centered on entrepreneurial themes to foster a culture of innovation, creativity, and entrepreneurship among students in Nigerian tertiary institutions. By integrating art and entrepreneurship, institutions can provide students with a dynamic platform to express entrepreneurial ideas, showcase creativity, and develop problem- solving skills. The paper highlights the significance of entrepreneurship education in Nigerians economic development and examines the role of art exhibitions in promoting entrepreneurial thinking, innovation, and creativity. Key entrepreneurial themes, including innovation, risk-taking, adaptability, entrepreneurial mindset, and creativity, are identified and discussed in the context of art exhibitions. The paper concludes that art exhibitions can be a valuable tool for Nigerian tertiary institutions to cultivate a culture of entrepreneurship, innovation, and creativity.

It suggests that institutions should integrate entrepreneurship education into art curricula, host art exhibitions with entrepreneurial themes, and foster collaborations with local art organizations and businesses to empower students to become innovative entrepreneurs and agents of economic change. By implementing these suggestions, Nigerian tertiary institutions can contribute to the country's economic growth and development.

Keywords: Art Exhibitions, Entrepreneurial Themes, Nigerian Tertiary Institutions

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CREATION OF A COLLABORATIVE PARTNERSHIPS MODEL FOR EDUCATIONAL INSTITUTIONS AND INDUSTRY PARTNERS

Ogbebor Jehu[*]

Abstract

Skills acquisition has always been seen as a means of enhancing self-reliance and contributing to national productivity. In most African communities, skill acquisition has remained largely traditional, with the use of hand held tools. Such training is gradually becoming irrelevant to the modern industries. Our educational institutions should be such that equips graduates with the right skills that meets the need of the industries. This calls for collaborative partnership between educational institutions and industry partners. This paper presents collaborative models to help close this skills gap. The models includes Industry's participation in curriculum development and review process, Provision of Teaching and Learning Facilities, Training and Re-Training Of Teachers amongst others. However, collaborative partnership continues to face some challenges such as Shortage of Qualified Teachers, Lack of Incentives for the Industries by the Government and Industry's Lack of Interest in Investing in Educational Institutions. It is assumed that if government at all levels and industry partners work together to ensure proper inplementation of collaborative models, students graduating from educational institutions will be equipped with adequate and relevant skills to operate in the modern industries. This paper seeks to create a collaborative partnerships model for educational institutions and industry partners.

Keywords: Collaborative partnership models, educational institutions, industry partners, vocational education and skills acquisition.

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ENTREPRENEURIAL ORIENTATION AND STEM EDUCATION FOR SUSTAINABLE ECONOMIC DEVELOPMENT

Ibrahim, Danladi (PhD)[*] & Samuel, Iwanger Ruth (PhD)[†]

Abstract

This paper examines the integration of entrepreneurial orientation (EO) into STEM (Science, Technology, Engineering, and Mathematics) education as a strategic approach to drive sustainable economic development. As global economies grapple with environmental degradation, resource scarcity, and the need for economic resilience, educational systems must evolve to produce graduates who are not only technically skilled but also equipped with entrepreneurial mindsets that prioritize innovation, adaptability, and sustainability. Integrating EO into STEM curricula enables students to develop the critical problem-solving and innovative capacities necessary for addressing complex global challenges. Through an in-depth review of recent literature, case studies, and policy analyses, this paper explores how EO-oriented STEM education equips graduates to launch sustainable enterprises, create green technologies, and foster economic growth aligned with environmental goals. Case studies from institutions in the United States, Finland, and Singapore are highlighted to demonstrate the effectiveness of EO-STEM initiatives in fostering sustainable innovation. Additionally, the paper addresses key barriers to EO integration in STEM education, including funding limitations, rigid curricula, and a shortage of trained educators, and proposes policy recommendations to support EO-STEM frameworks. By aligning EO with STEM education, policymakers and educators can better prepare students for sustainable economic leadership, driving growth and resilience in both local and global contexts. This study offers insights and recommendations for educational reform, emphasizing the need for an EO-STEM nexus to meet the demands of a sustainable economy.

Keywords: Entrepreneurial Orientation, STEM Education, Sustainable Economic Development, Green Innovation, Educational Policy, Environmental Sustainability, Entrepreneurship.

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FOSTERING INNOVATION: THE INTERSECTION OF ENTREPRENEURIAL ORIENTATION AND ARTIFICIAL INTELLIGENCE MANAGEMENT FOR SUSTAINABLE GROWTH

Samuel, Iwanger Ruth (PhD)[*] and Opita, Matthew John[†]

Abstract

This paper explores the dynamic interplay between entrepreneurial orientation (EO) and artificial intelligence (AI) management as a catalyst for sustainable growth and innovation in modern economies.

Entrepreneurial orientation, characterized by innovation, proactiveness, and risk-taking, aligns seamlessly with the transformative capabilities of AI, enabling organizations to adapt to complex challenges and seize emerging opportunities. The integration of EO and AI management fosters data-driven decision-making, accelerates innovation processes, and creates agile business models capable of addressing sustainability imperatives. Through an analysis of recent advancements, case studies, and theoretical insights, this paper examines how organizations leverage AI to enhance entrepreneurial strategies, optimize resource allocation, and create sustainable value chains. Highlighted examples include AI-powered predictive analytics to inform strategic decisions, machine learning algorithms for market innovation, and AI-driven tools for risk management and sustainability tracking. The paper also addresses challenges such as ethical considerations in AI implementation, the digital divide in AI adoption, and the need for entrepreneurial agility in navigating rapidly changing AI landscapes. Policy recommendations are provided to support the convergence of EO and AI management, emphasizing the importance of upskilling workforces, fostering cross-disciplinary collaborations, and creating regulatory frameworks to promote ethical AI use. By aligning EO with AI management, businesses and policymakers can unlock the potential for transformative innovation and sustainable economic growth. This study highlights the importance of embracing EO-AI synergies to build resilient, future-ready organizations.

Keywords: Entrepreneurial Orientation, Artificial Intelligence Management, Innovation, Sustainable Growth, Data-Driven Decision-Making, AI Ethics, Business Agility

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INVESTIGATION OF THE IMPACT OF FRENCH LANGUAGE ON ENTREPRENEURIAL GROWTH IN NIGERIA

Dr. Gracious Ojiebun[*]

Abstract

Nigeria is surrounded by French-speaking countries such as Togo, Benin, and Chad. The impact of the French language on Nigerians economy cannot be overstated due to its relationship with French-speaking neighboring countries. While several studies have examined the effect of French in Nigerians education sector, where it serves as a second official language, less attention has been paid to investigating its impact on entrepreneurial growth. This study explores the effects of French on entrepreneurial growth in Nigeria, where multilingualism presents both challenges and opportunities. It establishes the significance of French in business environments, particularly for fostering cross-border trade and investment in West Africa. The research objectives emphasize analyzing French's role in market expansion, negotiation, and branding. Using quantitative methodology, the study demonstrates how multilingual proficiency, particularly in French, enhances market reach and competitiveness for Nigerian businesses.

While highlighting these advantages, the study also identifies significant challenges, particularly linguistic barriers that constrain business operations and limit access to French-speaking markets. The paper proposes targeted strategies for leveraging French to boost entrepreneurial growth and outlines essential policy recommendations and educational interventions to promote language proficiency among entrepreneurs. This research contributes to broader scholarship on French as a vital entrepreneurial asset in Nigerians evolving economic landscape.

Keywords: French language, entrepreneurial growth, multilingualism, market expansion, linguistic barriers

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DESIGN AND IMPLEMENTATION OF A HOME MANAGEMENT SYSTEM FOR ENHANCED CONVENIENCE AND SECURITY IN NIGERIA

Frank-Imafidon Benedicta*

Abstract

This article presents a comprehensive exploration of the design and implementation of a Home Management System (HMS) specifically tailored to the Nigerian context. The proposed system aims to enhance convenience, security, and efficiency in homes by integrating various smart technologies. By providing users with remote control and monitoring capabilities, the HMS optimizes energy consumption, ensures a safer living environment, and improves overall quality of life. The systems design considerations include power outage management, security features, and user-friendly interfaces, addressing the unique challenges of the Nigerian context. The implementation of the HMS involves hardware installation, software development, and integration with various smart devices. The benefits of the HMS include enhanced convenience, improved security, and energy efficiency, making it an attractive solution for Nigerian homeowners. This article provides a detailed discussion of the systems architecture, implementation, and benefits, highlighting its potential to transform the way homes are managed in Nigeria. The proposed HMS has significant implications for the future of smart home technology in Nigeria, and its adoption is expected to have a positive impact on the lives of Nigerian citizens.

Keywords: Home Management System (HMS), Convenience and Security

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DEVELOPMENT OF A SUSTAINABLE CHEMICAL ACTIVATED CARBON FROM COCONUT EDOCARP SHELL (COCOSNUCIFER) FOR TREATING INDUSTRIAL WASTEWATER THROUGH BATCH PROCESS

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Abstract

Industrial fishery Wastewater was treated with activated carbon of Coconut endocarp shell, which was activated with 50% saturated ammonium chloride solution. The activated substrate was carbonized in a muffle furnace at 500 o C. The powdered carbon was characterized in terms of the followings pH 6.43, bulk density, 0.754g/cm 3 , surface area, 6.2 x 10 -2 g/mgI 2 , , surface area 6.2 x 10 -2 g/mgI 2 , negative surface charge, 2.02 mmolH + , moisture content, 6.02%, volatile matter content, 54.00%, ash content 1.12%). The characterized of the industrial wastewater for its pollution characteristics reveal it to be Temperature, 29.60±0.00 OC ,Alkalinity,115.90±2.00mg/L turbidity, 178.47±2.00NTU, P H 6.92, conductivity; 633±3.00µs/cm, Total suspended solid, 498.00±3.00mg/L, Total Dissolved solid 302.00±2.00 mg/L. nitrate Nitrogen, 13.86±0.01mg/L, Ammonium Nitrogen 79.75±1.00mg/L, sulphate 7.59±0.01mg/L, phosphate 4.28±0.00mg/L, Dissolved Oxygen 0.00mg/L, Chemical Oxygen Demand (COD) 184.00±2.00mg/L. Biochemical Oxygen Demand (BOD) 158.60±2.00mg/L, Pb, 0.56±0.00mg/L, Zn, 1.50±0.00mg/L, Cd, 0.17±0.00mg/L, Cu 0.94±0.00mg/L. The values of the parameters are high compared to Federal ministry of Environment and Standards (FMES) effluent discharged values. The results obtained from this study revealed that powdered carbon has the ability of adsorbing organic and inorganic materials from aqueous medium and fits well into the Langmuir and Freundlich isotherm models values of R 2 (correlation coefficient) and n (heterogeneity factor of capacity and intensity of adsorption). The Adsorption Kinetics study did not fit the Pseudo –first, second – order kinetics and the Intraparticle diffusion rate constant models.

The result show that powdered carbon from Coconut endocarp shell agricultural is efficient in the treatment of wastewater

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DYNAMICS OF EXCHANGE RATE VOLATILITY AND SMALL AND MEDIUM SCALE ENTERPRISES PERFORMANCE: A BAYESIAN VECTOR AUTOREGRESSIVE MODEL

Professor Kolawole Subair[*]

Abstract

This study examines the dynamic relationship between exchange rate volatility and small and medium scale enterprises' (SMEs) performance in Nigeria, with a unique focus on reverse causality, using a Bayesian vector autoregressive (BVAR) model on data spanning 2013-2024. The findings reveal that exchange rate shocks significantly and persistently influence future exchange rate movements. A positive shock to SME performance, while modest and temporary, leads to a slight depreciation of the exchange rate, possibly due to increased import demand, while inflation exhibits a negligible depreciating effect. Notably, interest rate shocks show an insignificant impact on the exchange rate. These results highlight SMEs; susceptibility to currency volatility and their limited but positive impact on exchange rate stability. The study underscores the critical need for policy interventions aimed at enhancing SME resilience, promoting export-led growth, and fostering a stable macroeconomic environment to mitigate exchange rate volatility and drive sustainable economic development in Nigeria.

Keywords: Exchange rate, SMEs, BVAR, Reverse causality, Nigeria.

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LEVERAGING THE PIPE CONDITION INDEX (PCI) IN THE PRIORITIZATION OF WATER DISTRIBUTION PIPES MAINTENANCE.

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Abstract

Water distribution pipes are critical infrastructure that require regular maintenance to ensure the reliable supply of clean water. However, with limited resources, prioritizing maintenance activities is crucial. The Pipe Condition Index (PCI) is a quantitative measure used to assess the physical condition of pipes in a water distribution system. It provides a numerical score that reflects the pipes' likelihood of failure, based on various factors such as age, material, diameter, pressure, and failure history.

This study used the Pipe Condition Index (PCI) as a decision-support tool for prioritizing water distribution pipes maintenance. The PCI integrated various pipe condition indicators pipe characteristics such as pipe length, pipe thickness, pipe depth, internal pressure of flow through pipe and soil characteristics which include soil pH (soil acidity and alkalinity), soil electrical conductivity, soil salinity and soil resistivity to provide a comprehensive assessment of pipe condition.

The approach integrated multiple data sources and hydraulic modeling to provide a comprehensive assessment of pipe condition. The study findings can inform asset management strategies for water utilities and ensure the efficient allocation of resources and the maintenance of reliable water distribution systems. The results also demonstrate the effectiveness of the PCI in prioritizing pipe rehabilitation and maintenance, showing that the PCI can effectively identify pipes that require immediate attention, allowing for targeted maintenance and reducing the risk of pipe failures.

Keywords: Pipe Condition Index (PCI), water distribution pipes, water distribution system, pipe maintenance.

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IMPACT OF ENTREPRENEURSHIP EDUCATION ON SCIENCE STUDENTS' ACHIEVEMENT IN NIGERIAN SENIOR SECONDARY SCHOOLS USING SCIENCE PROCESS SKILLS FOR SUSTAINABLE ECONOMIC DEVELOPMENT

AKINBOBOLA, Akinyemi Olufunminiyi, Ph.D*

Abstract

This study investigated the impact of entrepreneurship education on science students' achievement in Nigerian senior secondary schools using science process skills for sustainable economic development due to the problem of unemployment facing many developing nations, with no exception in the developed nations. The study adopted a non- randomized pretest-posttest control group in Quasi experimental design. A total of 189 science students from six randomly selected schools in Ondo West Local Government Area of Ondo State, Nigeria in their intact class setting using simple random sampling technique took part in the study. Three researchers designed instruments titled; Achievement Test in Physics (ATP), Achievement Test in Chemistry (ATC), and Achievement Test in Biology (ATB) were used to obtained data for the study with internal consistency of 0.78, 0.82 and 0.75 for ATP, ATC and ATB respectively. The findings showed that, science students; Physics ($t(58) = 5.40^*$, $p = .000$), Chemistry ($t(61) = 6.67^*$, $p = .000$) and Biology ($t(64) = 7.81^*$, $p = .000$) that acquired entrepreneurship education through science process skills achieved significantly better than those taught with conventional method which will assist them to formulate ideas, enhances innovation and creativity that will make positive changes within the society in order to be self-employed for sustainable growth and economic development of the nation. This paper recommended that, entrepreneurship education should be introduced into the senior secondary school science curriculum in order to eradicate poverty, promote entrepreneurial culture and mindset, and enhancement of skills acquisition such as management skills, technological skills, communicating skills, financial skills and intellectual skills.

Keywords: Entrepreneurship Education, Science Students' Achievement, Senior Secondary School, Science Process Skills, Sustainable Economic Development.

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ENTREPRENEURIAL AWARENESS AND SKILLS FOR ECONOMIC SUSTAINABILITY OF GRADUATES: OFFICE TECHNOLOGY AND MANAGEMENT TO THE RESCUE

Gabriel Adewale Soyebi, PhD[*]

Abstract

This study sought to contribute to the body of knowledge on entrepreneurial awareness and skills in Office Technology and Management (OTM) towards economic sustainability of graduates. The population of the study spanned across the three tiers of Ogun State-owned tertiary institutions, Nigeria. Two research questions focusing on the students' level of entrepreneurial awareness; and skills expected by OTM students for entrepreneurship guided the study. A 15-item self-developed questionnaire entitled "Entrepreneurial Awareness Questionnaire" (EAQ) was used to collect data from 403 respondents. The questionnaire was validated by three experts and its reliability coefficient was established at .74 using Cronbach Alpha Coefficient method. The data collected were analyzed using descriptive statistics. The study found out that by acquiring entrepreneurial skills, OTM graduates are more likely to be employed or become self-employed, contributing to countries' economic growth. The study concluded that in spite of the enormous potentials in Office Technology and Management programme, there is need to arouse the curiosity and interest of students to entrepreneurship opportunities inherent in the programme. The study recommended, among others, that OTM students must embrace the provided opportunity in the programme and acquire requisite entrepreneurial skills for self-reliance, economic sustainability and ultimately national economic development.

Keywords: Awareness, Entrepreneurship, OTM, Skills, Sustainability

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INNOVATION AND CREATIVITY IN ENTREPRENEURSHIP MANAGEMENT

Jude Uba Eza[*]

Abstract

Entrepreneurship skills have the potential to trigger up the development of any economy given the various advantages inherent in them. All types of available entrepreneurial abilities are geared towards improving on existing idea or creating new ones, and adding economic values in a manner that will enhance commerce and create wealth. In creating wealth, they contribute to the Gross Domestic Product (GDP) of any nation including per capital income, and also empower a sizable population of the country. With the empowerment of a sizable population of a country, unemployment will be reduced to its barest minimum. All these can be achieved only with consistent innovation and ingenuity by the citizenry.

Education at all levels therefore should place more emphasis on originality of ideas and practical skills acquisition in order to rejuvenate the psyche of scholars towards work ethics and values. In the light of these, several recommendations are given to make government see the urgent need to enact policies that will inject a new life in educational systems right from the primary to the tertiary levels.

Consequently, polytechnic education should not only be encouraged but must be properly funded and adequately equipped. On the other hand, scholars at the university levels should be made to take a counselling course that will run through all the semesters educating them on the need to acquire a practical skill during their holidays as added advantage in their educational pursuits. Small scale entrepreneurs should be adequately funded through easy access to loan facilities.

The establishment of a commission that will supervise the activities of all small scale entrepreneurs and organize seminars and workshops to further enhance their knowledge is highly desirable.

Key words: economic values, Gross Domestic Product (GDP), empowerment, ingenuity, educational systems, loan facilities, small scale entrepreneurs, seminars and workshops.

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SMART CITIES AND ENTREPRENEURIAL URBANISM: INTEGRATING INNOVATION ECOSYSTEMS INTO SUSTAINABLE URBAN DEVELOPMENT PLANNING

Sajoh H Moda[*]

Abstract

This paper investigates the integration of innovation ecosystems—such as tech hubs, startup incubators, and co-working spaces—into sustainable urban development through the lens of entrepreneurial urbanism in African cities. Drawing on a qualitative multiple-case study of Lagos, Abuja, and Maiduguri, the study involves 30 purposively selected respondents comprising urban planners, innovation hub managers, and policymakers. Using semi- structured interviews and policy document analysis, the research employs thematic content analysis to extract insights. Findings reveal that embedding entrepreneurial infrastructure in urban planning boosts small business formation by 35–40% and contributes to environmental sustainability by up to 25%. The study advocates for policy reforms that emphasize mixed- use zoning, increased technological investment, and stronger public-private partnerships.

Ultimately, the research underscores that entrepreneurial urbanism offers a transformative pathway for African cities to foster economic resilience, environmental sustainability, and inclusive urban growth.

Keywords: Smart cities, entrepreneurial urbanism, innovation ecosystems, sustainable development, urban planning.

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DIGITAL ENTREPRENEURSHIP AND MARKETING PERFORMANCE OF SMALL BUSINESSES IN UGBOKOLO METROPOLIS, BENUE STATE-NIGERIA

Emmanuel Ameh (PhD)[*]

Abstract

This study examined the effect of Digital entrepreneurship on marketing performance of Small Businesses in Ugbokolo, Benue State. Specifically, the study investigated the effect of digital knowledge base and ICT market, digital business environment and digital skills and e-leadership on marketing performance of Small Businesses in Ugbokolo, Benue State. This study is anchored on Innovation theory by Shumpeter Joseph in 1912. The study adopted cross sectional research design. Data was collected through Questionnaire administration in the Census population of 300 selected small businesses in Ugbokolo Metropolis, Multiple Regressions were used to analysed the data with aid of SPSS version 25. It was revealed that digital entrepreneurship through digital knowledge base and ICT market, digital business environment and digital skills and e-leadership have positive effect on marketing performance of Small Businesses in Ugbokolo, Benue State. From the findings, it is concluded that, digital entrepreneurship through digital knowledge base and ICT market, digital business environment and digital skills and e-leadership have improved the marketing performance of Small Businesses in Ugbokolo, Benue State. It is recommended that Small business in Benue state should adapt digital knowledge base and ICT market, digital business environment and digital skills and e-leadership so as to improve their marketing performance.

Keywords: Effect, Digital Entrepreneurship, Marketing Performance, Small Businesses, Ugbokolo Metropolis

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NOVEL SYNTHESIS AND CHARACTERIZATION OF 3, 4-DIHYDROXY-2H-1, 3-BENZOXAZINE RESINS

Abdullahi Usman Garin Gabbas* and Abbas Ahmad Adamu†

Abstract

3, 4-Dihydroy-2H-1,3-Benzoxazine resins (A and B) were synthesized via a modified stepwise procedure in which methylene bromide was used for the ring-closure reaction in place of the usual formaldehyde.. Condensation of 2-hydroxybenzaldehyde separately with 4-Fluoroaniline or 2-aminothiozole gives their imine compounds. These imine compounds were then converted to 2-hydroxybenzylamines by reduction with NaBH 4 in ethanol. Ring-closure reaction between the 2-hydroxynaphthylamines and methylene bromide results in the formation of 3, 4-dihydro- 2H-1,3-Benzoxazine resins with good yields (60 and 66% for A and B). The structures of the synthesized resins were confirmed using different spectroscopic techniques (including FT-IR, 1 H NMR and 13 C NMR) and Mass Spectrometry. FT-IR spectrum of A and B showed absorption bands at 935cm -1 and 962cm -1 which are characteristic mode of benzene with an attached oxazinering. 1 H NMR of A and B showed peaks at 4.39 and 5.29 ppm and 4.10 and 4.45 ppm which are attributed to the two methylene of the oxazine ring (O – CH 2 – N and Ar – CH 2 – N). 13 C NMR spectrum of A and B showed chemical shifts at 51.2 and 80.8 ppm and 56.5 and 77.8 ppm which are attributed to the carbon atom resonances of O – C – N and N – C – Ar. Mass spectrum of A and B reveals m/z values of 229 and 218 which are exactly the same as the calculated molecular weights of A and B.

Keywords: 3, 4-Dihydro-2H-1, 3-Benzoxazine resins, Methylene Bromide, Characterization

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THE IMPACT OF LANGUAGE ON ENTREPRENEURIAL NETWORKING: FROM WORDS TO DEALS

Asoro, Ota Kingsley

Abstract

This article explores the critical role of language in entrepreneurial networking, examining its impact on building relationships, communicating ideas, and securing deals. Effective language skills are essential for entrepreneurs to establish credibility, convey their value proposition, and navigate cultural nuances. The article discusses the challenges of language barriers, highlighting the importance of language learning, interpretation, and translation in facilitating communication across linguistic and cultural boundaries. The art of pitching is also examined, with a focus on crafting compelling narratives that convey entrepreneurial vision and passion.

Strategies for building relationships through language are explored, including active listening, empathy, and the use of positive and supportive language. The article provides actionable suggestions for entrepreneurs to leverage language to achieve their goals, including using clear and concise language, storytelling, and rhetorical devices. By examining the intersection of language and entrepreneurship, this article offers insights into the ways in which language can be harnessed to drive business success and foster meaningful connections. The findings have implications for entrepreneurs seeking to expand their networks, build relationships, and secure deals in an increasingly globalized business environment. Ultimately, the article highlights the importance of language as a key resource for entrepreneurs, and provides practical guidance on how to utilize language effectively in entrepreneurial networking. Effective language skills can make all the difference in securing deals, building relationships, and achieving business success.

Keywords: Language, Entrepreneurial Networking, Words and Deals

ENHANCING FIRMS' VALUE THROUGH ENVIRONMENTAL MANAGEMENT ACCOUNTING IN EMERGING ECONOMY: THE MODERATING EFFECT OF PROFITABILITY

Zephaniah Liuraman, Ph. D*

Abstract

This study examined the moderating effect of profitability on environmental management costs and value of manufacturing companies listed on the Nigerian Exchange Group. Correlation research design was adopted while waste management costs, ecological management costs, gas emission management costs, Tobin's Q and Returns on Assets were used as proxies of environmental management costs, firms' value, and profitability respectively. Data was collected from financial statements of 26 listed manufacturing firms from 2015-2024, and analyzed using Panel regression. The result of the analysis shows positive but insignificant direct effect of ecological management cost, gas emission management cost on Tobin's Q, while waste management costs show negative insignificant direct effect on Tobin's Q. Furthermore, returns on assets shows positive significant moderating effect on environmental management costs and firms' value. Hence, the study concludes that profitability has positive significant moderating effect on environmental management costs and value of listed manufacturing companies in Nigeria. This study contributes to knowledge been the first study to observed the integrated effect of waste management costs, ecological management costs, and gas emission management costs

on firm's value, while adopting profitability as moderator. Its further sheds light on how changes in profitability affect firms' environmental management activities and valuation metrics.

Keywords: emerging economy, environmental management costs, firms' value, profitability

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MODELLING THE DYNAMICS AND OPTIMAL CONTROL STRATEGIES OF TERRORISM WITHIN THE SOUTHERN BORNO STATE NIGERIA

Lubem Matthew Kwaghkor[*], Hycienth Otser Orapine[†], and Hafsat Salihu[‡]

Abstract

Terrorism remains a severe global concern, deploying premeditated violence to generate fear and achieve ideological, political, or religious aims. In Nigeria, Southern Borno State has faced sustained terrorist activity, needing a greater understanding of its dynamics to build effective counterstrategies.

This paper proposes a compartmental model utilizing five nonlinear differential equations to describe terrorism dynamics, integrating both government-led military actions and community-based initiatives.

The model exhibits bounded, viable solutions and confirms the asymptotic stability of terrorism-free and endemic equilibria. Simulations demonstrate that while military actions alone can temporarily reduce terrorist activities, they typically fail to address core causes, leading to possible reappearance.

Conversely, integrated tactics combining military action with deradicalization, rehabilitation, and community participation show more durable in reducing terrorism long-term as in southern Borno State.

Keywords: Modelling, terrorism, optimal control, non-susceptible, community intervention

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THE IMPART AND CHALLENGES OF ENTREPRENEURSHIP EDUCATION IN NIGERIA UNIVERSITIES: THE WAY FORWARD

Martina Bosede, Ajibefun PhD[*]

Abstract

Entrepreneurship education has emerged as a critical component of higher education in Nigeria, aimed at addressing the challenges of unemployment and underemployment among graduates. This study explores the challenges, implementation, and impact of entrepreneurship education programs in Nigerian universities. It examines how these programs are structured, the pedagogical approaches employed, and the extent to which they equip students with the necessary skills, knowledge, and mindset for entrepreneurial success. The research highlights both the achievements and limitations of current initiatives, noting issues such as inadequate funding, lack of practical exposure, and insufficient industry collaboration. Despite these challenges, entrepreneurship education in Nigeria has shown potential in fostering innovation, self-reliance, and job creation. This paper advocates for a comprehensive and practical approach to entrepreneurship education that aligns with global trends and local economic needs. Emphasizing experiential learning, mentorship, and access to startup support systems is essential to achieving long-term success. The study concludes with recommendations for policy enhancement, curriculum reform, and strategic partnerships to strengthen entrepreneurship education and maximize its impact on national development.

Keywords: Entrepreneurship Education, Nigerian Universities, Youth Unemployment, Curriculum Development, Entrepreneurship Mindset.

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ACCESSIBILITY AND APPLICATION OF ICT IN TEACHING OF AGRICULTURAL SECIENCS IN SOME SELECTED SECONDARY SCHOOLS IN KWARA STATE, NIGERIA

Dr Adewumi Idowu Israel*

Abstract

The concept of appropriate technology adoption is a global ideology that all the facet human race embrace. Therefore, the study sought to examine the

availability and utilization of Information and Communication Technology (ICT) in teaching agricultural science in selected secondary schools in Kwara State, Nigeria. With specific objectives are to examine influence of ICT on students' academic performance among the students, to examine level of ICT usage, also to identify constraints to the usage of ICTs. A descriptive survey design was employed, and data were collected through questionnaires administered to 120 agricultural science teachers. The results revealed that 70% of the schools had ICT facilities. However, the utilization of these facilities was generally low, with only 30% of teachers using ICT regularly in their teaching. Major constraints to ICT utilization included inadequate training (85%), poor internet connectivity (75%), and insufficient ICT infrastructure (60%). The empirical results revealed that there were positive and significant relationship between utilization of ICT

and students' academic performance teachers ($r = 0.208$; $p \leq 0.01$). The study recommends government agencies provide adequate training support for the staff to enhance better service delivery in the teaching of agricultural science

Keywords: Agricultural Science Education, ICT Utilization, Secondary Schools, Kwara State, Nigeria.

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IMPACT OF GOVERNMENT SUPPORT PROGRAMS ON THE PERFORMANCE OF SMALL AND MEDIUM ENTERPRISES IN MUBI ADAMAWA STATE, NIGERIA

Minnessi Kibikiwa Glenn (Ph.D)[*]

Abstract

This study examined the impact of government support programs on the performance of small and medium enterprises (SMEs) in Mubi, Adamawa State, Nigeria. A survey research design in form of descriptive study is adopted in which data was collected from both primary and secondary sources. The resource based view theory and institutional theory were used as tools for analysis. Questionnaires were administered to 100 respondents out of which 97 were retrieved successfully. Data were analyzed descriptively and inferentially, in which hypotheses were tested using linear regression analysis. The study revealed that government support programs has impact SMEs positively through; financial assistance, training, tax incentive and infrastructural development with significant impact on the performance of (SMEs) in Mubi, Adamawa State. This shows a positive statistical significance of (β = 0.550, t= 4.893, p < 0.05), (β = 0.207, t = 2.256, p < 0.05), (β = 0.360, t = 3.313, p < 0.05) and (β = 0.561, t = 4.441, p < 0.05) respectively. The study recommended that government and financial institutions should provide SMEs access to affordable financial assistance, there should be continuous training for SMEs owners, provide tax incentives to SMES and provide infrastructure; reliable electricity, good road networks etc., for optimal performance of SMEs.

Keywords: SMES, Government support Programmes, Performance of SMEs, and SMEDAN

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A THREE-YEAR REVIEW OF UROLOGICAL SURGERIES PERFORMED IN A RESOURCE POOR SETTING: A CALL FOR MEDICAL ENTERPRENEURSHIP

Christian A. Agbo, Musa Y. Muhammad*

Abstract

The study was aimed to review the frequency, challenges and indication of urological procedures performed in a resource poor setting and a call for medical entrepreneurship to help doing less invasive surgeries for betteroutcome. This was a retrospective study carried out on patients who had urological procedures performed at Federal University Teaching Hospital, Lafia, Nigeria between November, 2018 to December, 2021.

Data were obtained from the records in the operation theatre and emergency unit of the hospital. There were 311 patients with indications for surgery. Male to female ratio was 10:1 The median age and the age range were 54 years and 1-92 years respectively. A sum of 356 urology procedures were performed with 28% as emergencies. upper tract calculi (24.3%), prostatectomy (13.7%).

Most performed major procedures in decreasing order of frequency were urethroplasty (29.4%), open surgeries for upper tract calculi (24.3%), prostatectomy (13.7%). Aside urethral catheterization, suprapubic cystostomy (31.2%) was the commonest urological emergency procedure done. Prostate biopsy was the commonest minor elective procedure performed. Cystoscopy was the commonest endourological procedure performed.

The common procedures (major) performed were urethroplasties, open surgeries for upper tract calculi and open prostatectomies while prostate biopsy was the commonest minor procedure performed.

In conclusion, there was dearth of endourological procedures performed and thus the need for medical entrepreneurship for provision of endoscopic equipment to help our patients have the best of care.

Key words: Medical, entrepreneurship, surgeries, poor, resource

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ENHANCING ENTREPRENEURSHIP MANAGEMENT AND PERFORMANCE OF FAMILY BUSINESS THROUGH INNOVATION AND CREATIVITY

Prof. Aremu, Mukaila Ayanda*

Abstract

The significance of family businesses on the development an economy cannot be overemphasized as it helps to reduce unemployment rate. Despite these importance, their sustainability in recent times has been a concern for managers of entrepreneurship business, these therefore call for innovation and creativity in order to sustain and enhance its management and performance. The objective of this study is to examine how to enhance family business management and performance through innovation and creativity. The survey research method was used through the distribution of 150 questionnaires to 30 family businesses in the Ilorin metropolis. The study used primary data to collect information for the investigation. ANOVA test statistics was used. The study findings revealed that variables under each construct shown positive relationship which is a pointer for enhanced performance of family businesses. Product quality was found to increase profitability, new technology positively enhance productivity, and new product development brings about a high sales turnover. The study concluded that it is essential that family businesses to adopt innovation and creativity in their daily operations in order enhance their management and performance. The study recommended that the managers of family businesses should use modern technology in order to improve the quality of their product so as not only sustain their entrepreneurship business but also enhance its management and performance.

Keywords: Entrepreneurship Management, Innovation, Creativity, Family Business and Performance.

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DEVELOPMENT OF A RENEWABLE ENERGY SYSTEM FOR OFF-GRID COMMUNITIES IN EDO STATE, NIGERIA .

Ucho Lucky*

Abstract

This paper presents an analytical framework for developing renewable energy systems in off- grid communities in Edo State, Nigeria, addressing the challenges of energy poverty and promoting sustainable development. By harnessing solar, wind, hydro, and biomass resources, these systems offer a reliable and sustainable solution to enhance energy access, economic growth, and environmental sustainability. The article analysis highlights the importance of stakeholder engagement, technical feasibility, and economic viability in designing effective renewable energy solutions. The paper identifies key challenges and opportunities, providing insights for policymakers, practitioners, and researchers seeking to promote sustainable energy development. The paper concludes that renewable energy systems can transform the lives of millions of people in off-grid communities, and suggest that thorough feasibility studies, community engagement, sustainable business models, infrastructure development, training, and policy support are essential for successful implementation. This article contributes to the development of sustainable energy systems, bridging the energy gap, and improving the quality of life for millions of people in off-grid communities.

Keywords: Renewable Energy System, Off-Grid Communities, Sustainable Development, Energy Poverty, Edo State, Nigeria.

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WEB 2.0 TECHNOLOGIES AND UNDERGRADUATES CREATIVITY SKILLS DEVELOPMENT IN SOUTHWEST, NIGERIA

Ishola, Adebayo Monsur (Ph.D.)

Abstract

The examined the extent to which web 2.0 technologies could enhance undergraduates' creativity skills development in Southwest, Nigeria. It was guided by three research questions. A correlation research design was used. The population comprised all undergraduates' in state- owned universities in Southwest, Nigeria. Simple random sampling technique was used for selecting three state-owned universities in Southwest, Nigeria; this includes Ekiti State University, Tai Solarin University of Education and Lagos State University of Education. Using stratified sampling technique, a total of 457 undergraduates were selected as sample size. Self- designed instrument tagged 'Web 2.0 Technologies and Undergraduates' Creativity Skills Development Questionnaire (WTUCSDQ) with 0.91 as reliability coefficient was used for data collection. Descriptive and inferential statistics were employed in presenting answers to the research questions. The findings revealed that technologies enhance undergraduates' creativity skills development through acquiring new knowledge, new innovative idea, learning ability, effectively manage information acquired for learning, access learning resources (e.g. slides, videos, photo, audio) online and ability to share information contents with peers. Poor internet supply, high cost of internal data, inadequate web 2.0 technologies training, privacy at risk, distraction on the internet, lack of technical support and slow network were among the challenges facing undergraduates in the effective usage of web 2.0 technologies for creativity skills development. There was relationship between web 2.0 technologies and undergraduates' creativity skills development in the order of (r = 0.257, P<.05). The management of the selected universities should make provision for fast and reliable internet connectivity to further encourage and enhance the use of Web 2.0 technologies for learning. Technical support should also be made available to students and lecturer; this will help in training students on the effective use of Web 2.0 technologies for learning in Nigerian Universities.

Keywords: Web 2.0 Technologies, Undergraduate, Creativity Skills Word Count: 294

MAPPING THE EVIDENCE OF THE CHARACTERISTIC FEATURES OF SOCIAL ENTREPRENEURSHIP INVOLVED IN START-UPS AND SUSTENANCE OF COMMERCIAL MOTORCYCLE RIDING BUSINESSES: A SCOPING REVIEW PROTOCOL

Dr. Bola Christie Atulomah*

Abstract

The present emerging economic situations resulting in changing landscape of the business world is prompting questions to be asked about the dynamics of the survival of small businesses. Characterized by lack of financial securities and social capital, unlike the well-developed features of the conglomerate's multinational and the Non-governmental Agencies, what hope is there for this group in such an unfavorable economic situation for survival of small businesses.

A scoping review is needed to summarize the characteristic features of the changing landscape of business world and associated challenges based on available evidence for elucidation of the dynamics involved in Artisan-level business start-ups and sustainability in Nigeria. Such scoping reviews are needed to provide better understanding of the social entrepreneurship characteristics involved in the survival of such systems. The review sought to determine whether concepts within social entrepreneurship framework may appropriately describe the characteristics features of business enterprise involving small businesses. This scoping review involves electronic database search for published articles of relevance guided by appropriately structured selection criteria, structured protocol for discussing the scoping questions, nature of entrepreneurial mindset, social support dynamics in business start-up, and sustainability profiles, and economic landscape.

Eighty articles were included in the final review. Significant proportion of publications validated conceptual elements in social entrepreneurship (SE) but failed to demonstrate mechanism involved, very few showed how these concepts/theories apply in all settings. Findings generally indicate relatively favorable perceptions of the regulatory and normative dimensions and positive associations with social entrepreneurship Self-Efficacy (SESE).

Keywords: Social Entrepreneurship, social support, mutual benefit, community support, Economic downturn.

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EMPOWERING EDUCATORS BEYOND THE CLASSROOM: THE ROLE OF TEACHERPRENEUR DEVELOPMENT PROGRAMMES AMONG TEACHERS IN NIGERIA BASIC EDUCATION SYSTEM

Davidson Okoduwa[*]

Abstract

This paper examines how the global educational landscape is undergoing rapid transformation due to technological advances, changing labour markets, and evolving societal needs. In Nigeria, a country grappling with educational challenges such as limited funding, teacher shortages, and low teacher motivation, there is a pressing need to reimagine the role of teachers beyond traditional classroom instruction. Teacherpreneurship has emerged as a dynamic framework that integrates entrepreneurship with teaching, enabling educators to become innovators, leaders, and economic agents within and outside school settings. This paper examines the conceptual foundations, rationale, implementation models and challenges of Teacherpreneur Development Programmes (TDPs) within Nigeria's basic education system. Drawing on recent scholarly works, policy analyses, and case studies from Nigeria and comparable contexts, the study argues that institutionalizing TDPs can enhance teachers' professional identity, economic empowerment and pedagogical effectiveness. By fostering entrepreneurial skills such as creativity, leadership, financial literacy and digital competency, TDPs prepare teachers to navigate 21st-century educational demands and contribute significantly to community development and national economic growth. The paper concludes by offering policy recommendations aimed at integrating teacherpreneurship into teacher education curricula, strengthening partnerships and creating supportive ecosystems for teacherpreneurs.

Keywords: Teacherpreneurship, Teacherpreneur Development Programmes (TDPs), Educators Empowerment, Basic Education.

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ICT ENTREPRENEURSHIP AND POVERTY REDUCTION IN BENUE STATE, NIGERIA matters?

Sani Usman* & Ahmad Shehu†

Abstract

This paper investigates the determinants of consumer preference for made-in-Nigeria products, focusing on consumer ethnocentrism, cultural intensity, brand equity, and materialism as predictor variables from extent literature. Employing a descriptive survey research design, data were collected from customers of two convenience stores in Bauchi metropolis, namely City Store and Jifatu Store. While a minimum sample size of 85 was initially determined using power estimation with G*Power calculator, the analysis utilized a total of data from 277 respondents. E-Questionnaires in KoboCollect App were used to facilitate the data collection from the study participants on the field. Ordinary Least Squares (OLS) regression, employing the bootstrap method with 10,000 re-samples at a 5% significance level, was utilized to analyse the data used in testing the four study hypotheses: H 1 : Consumers with high level of ethnocentrism tend to have high level of preference for local products and vice versa. H 2 : Consumers with high level of cultural intensity tend to have high level of preference for local products and vice versa. H 3 : Consumers with high level of brand equity tend to have high level of preference for local products and vice versa. H 4 : Consumers with high level of materialism tend to have low level of preference for local products and vice versa. The findings reveal that consumer ethnocentrism and brand equity positively influence consumer preference for local products. However, cultural intensity was found to have no significant effect on consumer preference for local products. Interestingly, consumer materialism was found to have a negative effect on consumer preference for local products, suggesting that consumers with lower levels of materialism are more likely to exhibit higher preference for locally made goods.

Keywords: Consumer ethnocentrism, cultural intensity, brand equity, materialism, consumer preference

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POTENTIAL APPLICATIONS OF GROUNDNUT SHELL POWDER-FILLED POLYLACTIC ACID COMPOSITES FOR SUSTAINABLE ECONOMIC DEVELOPMENT: A PATHWAY FOR GREEN ENTREPRENEURSHIP

A. A. Hammajam[*]

Abstract

This paper explores the entrepreneurial potential of using groundnut shell powder as a filler in biodegradable polylactic acid (PLA) composites. Groundnut shells, an abundant agricultural waste, are proposed as a low-cost reinforcement material to develop sustainable bioplastics. The investigation characterized and determined the mechanical properties of groundnut shell powder (GSP) filled Polylactic acid (PLA) thermoplastic composites. Two different fiber sizes; 150 µm and 212µm were pulverized. The fiber loadings were 10 %, 20 %, and 30 % by weight. The GSP-PLA composites were prepared by application of internal mixer, followed by compression molding process. Tensile and Flexural properties were tested using universal testing machine (UTM). The tensile strength decreases from 0 % to 10 % by weight fiber loadings for the mesh sizes and increases slightly as the fiber loading increase to 20%. The modulus increase as the loadings increases for mesh size 150 µm and decrease for 212µm at 10% loading. The tensile percentage elongation also reduces at 10% loading. Flexural strength and modulus increase for both mesh sizes for all the fiber loadings. However, 30 % fiber loadings, the flexural strength and modulus decrease slightly for 212µm composites. The hardness of the composites increases for both mesh sizes and fiber loadings. It is presumed that the tensile properties performed good at 20% loading while, flexural properties were better at all loadings. Also, the hardness is excellent at all the fiber loadings for both mesh sizes.

The study identifies key application areas including packaging, construction, agriculture, and consumer products, highlighting their relevance in supporting eco-friendly startups and rural industries. The innovation aligns with global sustainable development goals (SDGs) and offers promising opportunities for green entrepreneurship, especially in agrarian economies.

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SUSTAINABLE BROILER CHICKEN FARMING USING CHAKTI VARIETY OF PEARL MILLET (PENNISETUM GLAUCUM) AS REPLACEMENT FOR DIETARY MAIZE

Dr. Kawu, Yahya Usman[*], **Ibrahim, Abdulsalam**[†] & **Prof. Doma, Umar Dass**[‡],

Abstract

The increasing cost of maize has necessitated the search for alternative feed ingredients. This study was carried out to evaluate the potential of Chakti variety of pearl millet as substitute for maize in broiler chicken diets. Two hundred day-old Cobb 500 broiler chicks were assigned to five dietary treatments in quadruplicates in a completely randomized design. The treatments included a control diet with 100% maize and four experimental diets where maize was replaced with Chakti at 25%, 50%, 75%, and 100%. Over the six weeks of the study, growth performance indices; daily weight gain (DWG), daily feed intake (DFI), and feed conversion ratio (FCR), were measured. Additionally, an analysis of hemato-biochemical parameters and cost-benefit was conducted. The results revealed that broiler chickens fed diets containing 100% replacement of maize with Chakti performed better (P<0.05) than the control in terms of DWG (47g vs 40g), DFI (102g vs 87g), and FCR (1.93 vs 2.23). Hemato-biochemical parameters were within normal ranges across all treatments. Feed cost (N) per kg gain decreased with increased replacement of maize with Chakti. At 100% substitution, a 13% cost saving was realized. It was concluded that Chakti variety of pearl millet can completely replace maize in broiler chicken diets without compromising growth performance or health, and with a concomitant reduction in feed cost.

Keywords: Chakti variety, Pearl Millet, Broiler Chickens, Maize, Growth Performance

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ENHANCING FIRMS' VALUE THROUGH ENVIRONMENTAL MANAGEMENT ACCOUNTING IN EMERGING ECONOMY: THE MODERATING EFFECT OF PROFITABILITY

Zephaniah Liuraman, Ph. D[*]

Abstract

This study examined the moderating effect of profitability on environmental management costs and value of manufacturing companies listed on the Nigerian Exchange Group. Correlation research design was adopted while waste management costs, ecological management costs, gas emission management costs, Tobin's Q and Returns on Assets were used as proxies of environmental management costs, firms' value, and profitability respectively. Data was collected from financial statements of 26 listed manufacturing firms from 2015-2024, and analyzed using Panel regression. The result of the analysis show positive but insignificant direct effect of ecological management cost, gas emission management cost on Tobin's Q, while waste management costs shows negative insignificant direct effect on Tobin's Q. Furthermore, Returns on assets shows positive significant moderating effect on environmental management costs and firms' value. Hence, the study concludes that profitability has positive significant moderating effect on environmental management costs and value of listed manufacturing companies in Nigeria. This study contributes to knowledge been the first study to observed the integrated effect of waste management costs, ecological management costs, and gas emission management costs on firm's value, while adopting profitability as moderator. It further sheds light on how changes in profitability affect firms' environmental management activities and valuation metrics.

Keywords: emerging economy, environmental management costs, firms' value, profitability

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ENTREPRENEURIAL ORIENTATION, PROCESS MANAGEMENT AND ORGANIZATIONAL PERFORMANCE IN NIGERIA

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Abstract

This study examines the impact of Entrepreneurial Orientation (EO), Process Management (PM) and Organizational Performance (OP) in modern business environments. Entrepreneurial Orientation fosters innovation, risk-taking, and proactiveness, which are critical for achieving competitive advantage, while Process Management (PM) ensures efficiency, quality control, and operational stability. Using a quantitative research design and data was collected from 250 firms across various industries in Nigeria. The study employed multiple regression analysis to test hypotheses, revealing that Entrepreneurial Orientation and Process Management independently and jointly improve Organizational Performance, particularly in highly dynamic industries such as technology and manufacturing. The findings emphasize the need for business organisations to integrate Entrepreneurial Orientation and Process Management to sustain profitability, competitive advantage and growth. The study recommends that firms develop strategic alignment between innovation and process optimization to enhance long-term success.

Keywords: Entrepreneurial Orientation, Process Management, Organizational Performance, Profitability, Competitive Advantage.

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THE CONTEXTUAL CREATIVITY AND FRUGAL INNOVATION IN AFRICAN ENTREPRENEURSHIP

Idris Abubakar[*], & 2 Emmanual, O. Abah[†]

Abstract:

This paper explores the critical role of innovation and creativity in shaping entrepreneurial success across the African continent. Unlike traditional models rooted in industrial economies, African entrepreneurship is characterized by contextual adaptation, frugal innovation, and cultural creativity. Entrepreneurs across sectors including agriculture, fashion, fintech, and renewable energy are crafting unique value propositions that respond to infrastructural challenges, socio-economic disparities, and shifting consumer behaviors. The paper argues that African innovation is not merely about disruption but about iterative, community-embedded solutions that reimagine existing systems through local ingenuity. It highlights how youth and women-led ventures are at the forefront of this movement, often blending indigenous knowledge with modern technology to create scalable, inclusive enterprises. Drawing on case studies from across West, East, and Southern Africa, the paper presents a framework for understanding "contextual creativity" as a distinct entrepreneurial force. In doing so, it calls for a reassessment of what constitutes innovation and urges scholars and policymakers to develop models that reflect Africa's distinct entrepreneurial realities.

Keywords: Contextual creativity, Frugal innovation, African entrepreneurship, indigenous knowledge, modern technology.

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IMPACT OF COMMUNICATION IN ENTREPRENEURSHIP MANAGEMENT IN SMALL SCALE BUSINESS IN DEVELOPING COUNTRIES.

Dr. Owoicho Onu*

Abstract

Effective communication plays a pivotal role in entrepreneurship management especially in the context of small-scale businesses in developing countries. Small-scale enterprises are the backbone of many developing economies. Effective communication contributes to employment creation, poverty reduction and grassroots economic growth. However, these businesses often face numerous challenges ranging from; limited financial resources, inadequate access to markets and weak managerial expertise. Amid these hurdles, communication emerges as a key tool for fostering organizational growth, enhancing operational efficiency and building strong networks. Therefore, this paper unraveled the impact of communication on entrepreneurship management in small-scale businesses in developing countries.

It focused on how clear, timely and strategic communication enhances decision-making, customer relations employee engagement and stakeholder collaboration in small-scale businesses. Indeed, the importance of adopting modern communication technologies such as social media and mobile platforms is crucial in expanding market reach, improve brand visibility and foster innovation. So, language diversity, low digital literacy and poor infrastructure are communication barriers that can affect developing countries and need practical solutions for overcoming these impediments. Therefore, fostering entrepreneurial success in developing countries requires not only financial and technical support but also the cultivation of robust communication skills among business owners and managers. The insights from this discussion aim to equip stakeholders with actionable strategies to utilize communication as a transformative tool in small-scale business management.

Keyword: Communication, Entrepreneurship Management, Small Scale Business, Developing Countries.

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EXPLORING EXPORT PROMOTION OF FASHION DESIGN ENTREPRENEURSHIP ORIENTATION FOR SUSTAINABLE ECONOMIC DEVELOPMENT IN NIGERIA

Maji Ali Ph.D[*] and Mrs. Chinweudo Justina Ezeoru Ph.D[†]

Abstract

This paper examines the exploration of export promotion of fashion design entrepreneurship orientation for sustainable economic development in Nigeria. It noted that Nigerians economy is largely dependent on the oil sector which have made her to experience severe deteriorating terms of trade each passing year. In recognition of this, Nigeria since over four (4) decades now have embarked on export promotion diversification strategies of her economy in order to revert this trend. The paper further noted that the export promotion drive of the government is yet to capture the fashion design entrepreneurship. However, this entrepreneurship possesses the capacity to foster economic self-reliance and stimulate sustainable economic development in Nigeria.

The main target of the study is the need for orienting both the government and fashion design entrepreneurs to access export incentives to achieve the national goal of improving their contribution to sustainable economic development of Nigeria. Thus, using a qualitative approach, the paper examines the potential social and economic impacts of the fashion design entrepreneurship including the potentials for increasing their international marketability for foreign exchange earnings. The findings reveal that fashion design entrepreneurship has capacity to generate huge revenue, employment for all demographics and stakeholders in the value chain. However, there exist some inherited significant challenges associated with the orientation and design process. In order to avoid these, the paper therefore, recommends government and private sectors collaboration to set up an Export Expansion Fashion Fund (EEFF) to give grants and initiate favorable investment policies in infrastructure for fashion design entrepreneurs among others to enable them contribute significantly to sustainable development in Nigeria.

Key words: Fashion design, entrepreneurial orientation, self-reliance, export promotion, sustainable development

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THE EFFECT OF CEO COMPENSATION ON RETURN ON ASSETS (ROA): A CASE STUDY OF LISTED DEPOSIT MONEY BANKS IN NIGERIA

Usman Inuwa[*]

Abstract

This study examines the Effect of CEO Compensation on Return on Assets (ROA): A Case Study of Listed Deposit Money Banks in Nigeria. Utilizing a correlation research design and multiple regression analysis, we analyzed data from the annual reports of 10 banks over a 9-year period (2013-2021). Our findings reveal a positive and significant correlation between CEO compensation and ROA, suggesting that well-designed compensation packages can enhance asset utilization efficiency and improve bank profitability. We control for bank size, leverage, and macroeconomic factors to demonstrate the robustness of our results. Theoretical implications of our study suggest that aligning CEO incentives with shareholder interests can lead to improved financial performance. We recommend policymakers and regulators to consider implementing policies that promote transparency and accountability in CEO compensation practices.

Furthermore, our findings have practical implications for bank managers and shareholders seeking to optimize CEO compensation and improve financial performance.

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ENTREPRENEURSHIP IN LIBRARIES AND THE ROLE OF LIBRARIANS IN THE 21 ST CENTURY, A NEW PERSPECTIVE

Antse Terfa Benjamin[*]

Abstract

This paper conceptualizes entrepreneurial librarianship and presents the librarian as an entrepreneur that is able to initiate or provide information services and products to meet users need in various creative ways. The 21st century has indeed witnessed a new dimension in the area of library practice, capable of enhancing entrepreneurial opportunities. The paper further discusses libraries and librarians in this century. It portrays vividly the traditional libraries which were devoid of any form of ICT, as well as the librarians who lacked skills necessary for enhancing library services. The paper also presents the 21st Century libraries as those characterized by the use of ICT in the acquisition, processing, preservation and accessibility of materials. It highlights the new roles of the present day librarians who have eventually become image makers, facilitators, intrusion server managers, online cataloguers, system analysts, web designers etc. The paper recommends the need for the 21st century librarians to train and retrain themselves while parent institutions should ensure that librarians are sponsored to both local and international conferences. Professional Associations are also urged to organize seminars/workshops for librarians at subsidized rates. The paper finally concludes that as libraries continues to change; librarians should strive to acquire necessary skills which will position them to fit in and perform maximally in the present day libraries and those of the future.

Key words: Entrepreneurship, Libraries, Librarian, ICT

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LEVERAGING ARTIFICIAL INTELLIGENCE TO FOSTER ENTREPRENEURIAL MINDSETS IN EDUCATIONAL SETTINGS: AN INTERDISCIPLINARY APPROACH COMBINING ENTREPRENEURSHIP, AI, AND EDUCATIONAL PSYCHOLOGY

Prof. Jimoh Wale Owoyele[*]; Prof. Samuel E. Oladipo[†]; Dr. Zabur O. Soluade [‡]and Miss. Muslimah O. Owoyele[§]

Abstract:

This study explores the integration of Artificial Intelligence (AI) tools in educational settings to foster entrepreneurial mindsets among students. By combining insights from entrepreneurship, AI, and educational psychology, the research aims to investigate how AI-driven educational platforms can enhance entrepreneurial skills, such as creativity, risk-taking, and problem-solving abilities. The study employs a mixed-methods approach, incorporating quantitative and qualitative methodologies to provide a comprehensive understanding of AI's impact on entrepreneurship education. The target population consists of undergraduates students of the premier university of education in Nigeria. A sample of 125 participants purposively selected from 200 level students exposed to AI driven instructions participated in the study. Intervention: Participants engaged with AI-driven educational platforms designed to nurture entrepreneurial skills.

These platforms offered personalized learning experiences, incorporating simulations, case studies, and interactive modules to enhance entrepreneurial competencies. Quantitative data generated from the Pre- and post-intervention surveys to assess changes in entrepreneurial intentions, self-efficacy, and relevant skills were analyzed using Analysis of Co-variance.

Findings revealed significant impacts of AI on participants' entrepreneurial mindsets. Some qualitative analysis of in-depth interviews and focus–group discussions with students, educators, and AI tool developers to provided more insights into the effectiveness and challenges of AI- enhanced entrepreneurship education. Therefore, it was recommended that students should be exposed to AI-driven educational platforms in order to enhance their entrepreneurial skills including creativity, risk-taking, and problem-solving abilities.

Ethical approval was obtained from the institutional research review board. Informed consent was collected from all the participants, ensuring confidentiality and anonymity throughout the study.

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DEVELOPMENT OF A TEACHER TRAINING PROGRAM FOR BASIC SCHOOLS IN NIGERIA

Davidson Okoduwa[*]

Abstract

This paper advocates for a comprehensive teacher training program to improve the quality of education in Nigerians basic schools. The Nigerian education system faces significant challenges, including inadequate teacher training, limited resources, and poor infrastructure. A well-designed training program can equip teachers with the necessary knowledge, skills and competencies to deliver high-quality instruction and meet diverse student needs. The paper highlights the critical role of teacher training in enhancing teacher effectiveness, student learning outcomes, and educational quality. A comprehensive program would include pedagogical training, subject matter expertise, practical experience and ongoing support. Investing in teacher training and development can have numerous benefits, including improved educational outcomes and economic growth. By prioritizing teacher training, Nigeria can shape the future of its education sector and enhance citizens; prospects. The paper concludes that a comprehensive teacher training program is essential for addressing the specific needs of teachers in Nigerians basic schools. It suggests collaboration between stakeholders to design and implement effective training programs. The proposed teacher training program would focus on context-specific training, ongoing support, and collaboration among teachers, administrators, and policymakers.

By providing teachers with the necessary skills and knowledge, Nigeria can improve student learning outcomes and promote economic development. This paper provides a framework for developing a comprehensive teacher training program tailored to Nigeria's basic schools; needs.

Keywords: Teacher Training Program, Basic schools, and teacher development.

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ENVIRONMENTAL COSTS AND FINANCIAL PERFORMANCE OF OIL & GAS COMPANIES OPERATING IN NIGERIA

Hassan Tolani Agboola[*] & Ogunwole, Gabriel Taiwo[†]

Abstract

Wealth creation has resulted in numerous environmental consequences, including the depletion of non-renewable resources, climate change, the degradation of natural assets, acidification, and a decline in water resources, along with possible risks to the safety and health of workers. This study examined the relationship between the environmental costs and financial performance of oil and gas firms in Nigeria. Secondary data were obtained from the annual reports and financial statements of the selected oil and gas companies for an 11-year period (2012-2022). The gathered data were analyzed using Pearson correlation to illustrate the links between specific environmental cost variables (CSR Cost, Environmental Remediation Cost, and Environmental Compliance Cost) and financial performance (Tobin's Q) of the chosen oil and gas businesses.

This was accomplished using SPSS 21.0, at a significance level of 0.05. The data analysis indicated that substantial correlations exist between environmental cost variables (CSR Cost, Environmental Remediation Cost, and Environmental Compliance Cost) and financial performance (Tobin's Q) of oil and gas businesses in Nigeria. This study recommends that corporate organisations comply with national environmental laws to enhance sustainable performance; companies should foster the continuous development of their host communities to mitigate hostility from stakeholder groups, which could adversely impact operations and performance; and the Government should establish explicit policies and standards for environmental disclosure and ensure their enforcement.

Keywords: Environmental costs, environmental compliance, CSR, environmental remediation, financial performance, Tobin-q's ration, oil and gas companies.

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OPPORTUNITIES IN THE APPLICATION OF TECHNOLOGY FOR BUSINESS DEVELOPMENT IN KANO, NIGERIA

Author:

Abstract

The advancement of technology has significantly impacted business development across the globe, including Kano, Nigeria. Digital adoption offers significant opportunities for business growth, efficiency, and competitiveness. The study examines the impact of technology application on business development in Kano as one of the major commercial city Nigeria. This paper explores the opportunities presented by technology for business development, focusing on how digital transformation can modernize businesses in Kano City. It also examines related literature to highlight the benefits and challenges of technological adoption in the business sector. The study employs a review methodology to analyze existing literature on the subject. The findings suggest that technology enhances efficiency, expands market reach, and improves business operations. The paper concludes with recommendations on how businesses in Kano can leverage technology for sustainable development.

Keywords: Opportunities, Technology, Business Development, Digital Transformation, Kano

PLAGIARISM DETECTION TECHNIQUES: A SURVEY

Adamu Isah[*], Co-Author[†], Ibrahim Muhammad Hassan[‡] & Inusa Sani Maijama'a[§]

Abstract

Plagiarism has been in existence since the 1600s. However, this badly behaved issue became more disturbing when the internet became popular, offering vast room for opportunities including access to materials and resources for students. This unprincipled act must surely be taken care of to make sure good students' character and research habit for scholars are in line with moral merits and values. So many scholars and experts in different areas have offered different solutions for curbing plagiarism. In this paper we review different methods proposed by scholars in curbing plagiarism and which method is believed to be yielding good results.

Keywords: Plagiarism, Control Flow Graphs, Software, Signature, Similarities

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INNOVATIVE ENTREPRENEURSHIP: STRATEGIES FOR SUCCESS IN A DYNAMIC BUSINESS ENVIRONMENT

Adayi Emmanuel[*]

Abstract

This study explores the relationship between entrepreneurship practices and management, highlighting the key strategies and techniques that successful entrepreneurs use to drive innovation, growth and sustainability. Effective entrepreneurship practices such as opportunity recognition, risk management and adaptability are crucial for navigating the complexities of the business environment. This research examines the role of entrepreneurial management in fostering a culture of innovation, leveraging resources and building competitive advantage. The paper also discusses the possible problems encountered during entrepreneurial endeavor's. Some of these problems are access to capital with low interest rates, the availability of markets for services and goods, attitudes of consumer in terms of preferences for certain categories of commodities by certain section of the society. The findings provide insights into the practices and management approaches that enable entrepreneurs achieve success and create value in their organizations.

Keywords: Entrepreneurship practices, Entrepreneurial Management, Innovations, Risk Management, Business Growth

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IMPACT OF DIGITAL MARKETING ON CUSTOMER BUYING BEHAVIOUR IN KADUNA NORTH LOCAL GOVERNMENT AREA

Aliyu Aminu Abbas[*]

Abstract

The study analyzed the impact of digital marketing on customer buying behavior in Kaduna north local government Area. In this research, the research design that was used for this study is cross-sectional and survey research design. The Population for this study comprises the entire people of Kaduna north local government Area. Sample size is approximately 384 and determination table was used to determine the sample of this study. The source of data for this study is the primary source while questionnaire was the tool used for the collection of the said data. Multiple regressions was used to analyze the data collected. The findings of the study revealed that pay-per-click positively and significantly impacting on the customer buying behavior in Kaduna North LGA. The study concluded that Pay-per-click, social media marketing and marketing automation do have positive and significant impact on the customer buying behavior in Kaduna North LGA. The study recommends that customers with Kaduna North Area should engage in pay-per-click marketing because it is shown to be effective to provide customer with ease option in knowing what to buy and the cost of the product instantly.

KEYWORD WORDS: Pay-per-click, Social Media Marketing, Customer Buying Behavior

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A STUDY OF ENTREPRENEURIAL SKILLS REQUIRED BY CLINICAL LABORATORY TECHNICIANS FOR SUCCESSFUL BUSINESS OPERATION IN BENUE STATE, NIGERIA

Oche Abah Thompson*

Abstract

A clinical laboratory technician plays an essential role in the Nigerian healthcare system. Clinical laboratory technicians in Nigeria work in hospitals, diagnostic centers, pharmaceutical, and research institutions, among other healthcare units. This study was conducted to examine the entrepreneurial skills required by Clinical Laboratory Technicians for successful operation of business in Benue State. The study adopted a survey research design and the population consisted of 22 registered Clinical Laboratory Technicians, as the respondents. The research had four purposes and four research questions were formulated. Questionnaires of 20 question items were asked to answer the research questions, using four point rating scale. The researchers administered the questionnaire to the respondents directly and collected the same. Data collections were analyzed using mean. The finding revealed that Technical skills, Analytical skills, management skills, Personal skills and Communication skills were essential skills needed by Clinical Laboratory Technicians. In Conclusion, it is crucial for Nigerian clinical Laboratory technicians to possess certain essential skills and must recognize the significance of acquiring these skills. It was recommended among others that prospective Clinical Laboratory Technicians, should strive toward entrepreneurial skills acquisition to enable them creates new job and contribute to the economic development.

Keywords: Entrepreneurial Skills, Clinical Laboratory, Technicians, Enterprises.

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E-MARKETING ORIENTATION, E-LOYALTY, BRAND EQUITY, AND STRATEGIC BUSINESS PERFORMANCE OF MULTI-LEVEL MARKETING PARTNERS IN BAUCHI: A COMBINED USE OF NCA AND PLS-SEM

Abubakar Suleiman[*], Kamal Abdullahi Marafa, Dr Muhammad Tella, Ahmad Shehu, & Salima Muhammad Alhassan

Abstract

This study explores the relationship between e-Marketing orientation, e-loyalty (both attitudinal and behavioural), brand equity, and strategic business performance of multi-level marketing (MLM) partners. Drawing upon theoretical frameworks such as e-marketing orientation theory and the theory of customer relationship management, the study aims to provide insights into the mechanisms through which e-Marketing orientation influences strategic business performance with the mediating roles of brand equity and e-loyalty in the context of MLM business model. The study employed a survey research design, with a sample of 129 MLM partners. Data was collected through a Google form survey, and the data were analysed using partial least squares structural equation modelling (PLS-SEM) and necessary condition analysis (NCA) techniques.

The findings revealed that e-Marketing orientation is significant determinant and a necessary condition for strategic business performance of MLM partners. While was behavioural e-loyalty was found to partially mediate this relationship, highlighting its role as an important mechanism through which e-Marketing orientation influences performance outcomes. But customer e-loyalty was a necessary condition for strategic business performance to manifest. Conversely, band equity neither serves as mediating role in the model nor a necessary condition for performance of MLM partners.

Keywords: e-Marketing orientation, customer e-loyalty, strategic business performance of multi-level marketing partners, Importance Performance Map Analysis, SmartPLS 4.

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EFFECT OF TECHNOLOGY AND INNOVATION ADVANCEMENT ON ENTREPRENEURIAL DEVELOPMENT IN NORTH-CENTRAL, NIGERIA

Yakubu, Musa PhD.[*]

Abstract

This study examined the Effect of Technology and Innovation advancement on Entrepreneurial Development in North-Central, Nigeria. The study adopted the descriptive research design using the survey method of which questionnaires were administered to a sample of (355) entrepreneurs across North-Central Nigeria. The responses were analyzed using smart PLS. The study found that technological adoption has positive and significant effect on entrepreneurial development while digital infrastructure revealed a negative and significant effect on entrepreneurial development. It was recommended that government agencies, business development services, and educational institutions should design and implement specialized training programs aimed at equipping entrepreneurs with the competencies required to effectively adopt, adapt, and integrate digital technologies into their business processes. These training initiatives should focus on practical domains such as digital marketing, financial technology applications, enterprise resource planning systems, e-commerce solutions, and customer relationship management tools. Finally, it is essential for both federal and state governments—particularly in regions such as North-Central Nigeria—to partner with technology companies and telecommunications providers to expand broadband infrastructure, enhance the affordability of digital services, and improve the overall quality of internet connectivity.

Keywords: Technology and Innovation advancement, technological adoption, digital infrastructure and Entrepreneurial Development.

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TIME, TRUST, AND TRADE: INTEGRATING ISLAMIC ECONOMIC PRINCIPLES INTO ENTREPRENEURIAL STRATEGY

Prof. Abdullahi Adamu Sulaiman[*]

Abstract

This paper explores how the foundational Islamic economic principles of time (waqt), trust (amanah), and trade (tijarah) can be effectively integrated into entrepreneurial strategy to create ethically grounded and socially responsible business models.

Drawing from the Qur'an, Hadith, and classical Islamic scholarship, the study demonstrates that time is not merely a resource but a divine trust; trustworthiness is a spiritual obligation in all transactions; and trade is a noble, sanctioned means of wealth creation when conducted within Shariah boundaries. The paper argues that these principles offer a comprehensive framework for entrepreneurs to navigate modern business challenges while maintaining spiritual integrity transparency and accountability.

Through content analysis, the research highlights how Islamic values can enhance productivity, stakeholder relationships, and market sustainability. The study also addresses practical challenges in implementing these values in contemporary markets and offers strategic recommendations for aligning entrepreneurship with Islamic ethics. The findings affirm that integrating time, trust, and trade in entrepreneurial management is not only spiritually rewarding but also economically viable, positioning Islamic entrepreneurship as a model for values-based enterprise in a globalized economy.

Keywords: Islamic Entrepreneurship, Time Management (Waqt), Trustworthiness (Amanah), Ethical Trade (Tijarah),Values-Based Business

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ROLE OF WORKFORCE TRAINING AND DEVELOPMENT IN ENHANCING ENTREPRENEURIAL COMPETITIVENESS IN NIGERIA

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Abstract

In today's dynamic and highly competitive business environment, the sustainability and growth of entrepreneurial ventures significantly depend on the competencies and adaptability of their workforce. Workforce training and development have emerged as crucial drivers of entrepreneurial competitiveness, particularly in developing economies like Nigeria, where small and medium enterprises (SMEs) constitute the backbone of economic activities. This paper examines the role of workforce training and development in enhancing entrepreneurial competitiveness in Nigeria, emphasizing how structured capacity-building initiatives can improve productivity, innovation, and market relevance of enterprises.

The paper adopts a qualitative approach, drawing insights from existing literature, policy documents, and case studies of successful entrepreneurial ventures across key sectors in Nigeria. It highlights the persistent challenges facing Nigerian entrepreneurs, including a rapidly changing market environment, technological disruptions, and limited access to skilled labor. The paper argues that continuous workforce training and development not only bridge the skills gap but also empower employees to contribute meaningfully to organizational goals, adapt to new technologies, and drive product and service innovations. Findings reveal that enterprises investing in employee training programs—covering areas such as digital skills, financial management, customer relations, and leadership—tend to record higher levels of competitiveness and resilience in the face of economic fluctuations. Moreover, government-supported training initiatives and partnerships with educational institutions play a pivotal role in equipping the workforce with industry-relevant skills and entrepreneurial mindsets.

The paper also underscores the need for an integrated national policy framework that promotes workforce development as a strategic tool for economic diversification and inclusive growth. In conclusion, the paper affirms that sustained workforce training and development are indispensable for enhancing the competitiveness of entrepreneurial ventures in Nigeria. It recommends the institutionalization of sector-specific training programs, incentives for businesses

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that prioritize employee development, and collaborative efforts between the government, private sector, and academia. These measures, if effectively implemented, will not only improve the global competitiveness of Nigerian enterprises but also contribute to job creation, poverty reduction, and national economic stability.

Keywords: Workforce Training, Employee Development, Entrepreneurial Competitiveness, Economic Growth, Nigeria.

ENTREPRENEURIAL OPPORTUNITIES IN ORGANIC FERTILIZER PRODUCTION: SUSTAINABLE SOIL MANAGEMENT STRATEGIES FOR TOMATO YIELD ENHANCEMENT AND ECONOMIC DEVELOPMENT

Dr. Maryam Abdullahi[*]

Abstract

This study investigated the entrepreneurial potential of organic fertilizer production as a sustainable solution for improving soil health and tomato (Lycopersicum esculentum) yields in tropical agro-ecosystems, contributing to food security and economic development. Field experiments conducted over two cropping seasons (2022-2023) at Modibbo Adama University, Nigeria, evaluated seven treatments: poultry manure (PM), composted Tithonia diversifolia with poultry manure (CP), fresh Tithonia diversifolia (GM), neem organo-compound fertilizer (NF), sunshine organo-mineral fertilizer (OMF), conventional N-P-K 20-10-10 (CF), and a control (C). Results demonstrated that NF significantly enhanced tomato plant height (p<0.05) and leaf count, while OMF and NF improved stem girth and fruit yield by 28-35% over conventional fertilizer. Most notably, organic treatments (OMF, NF, CP) increased nitrogen (18-22%), phosphorus (15-20%), and potassium (12-18%) uptake while improving post-harvest soil properties (organic matter +25%, pH +0.8 units). These findings present compelling evidence for organic fertilizer enterprises as drivers of circular economies, reducing import dependence on synthetic inputs while creating rural employment opportunities. The 45% cost reduction of locally-produced NF compared to conventional fertilizers suggests strong market viability for agripreneurs. This research provided a paradigm shift in academic discourse by quantifying how indigenous knowledge-based fertilizer production can simultaneously address soil degradation (SDG 15), food security (SDG 2), and inclusive economic growth (SDG 8). Policy recommendations include establishing organic fertilizer incubators and credit schemes to stimulate agricultural entrepreneurship across West Africans tomato value chains.

Keywords: Entrepreneurship, Sustainability, Organic Fertilizers, Soil Health, Tomato Yield, Circular Economy, Agripreneurship

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ENTREPRENEURSHIP: A PANACEA FOR SUSTAINABLE ENVIRONMENT AND WEALTH CREATION AMONG SWEEPERS IN TERTIARY INSTITUTIONS IN OGUN STATE NIGERIA

Zabur Olayiwola Soluade, Jimoh Wale, Owoyele, Samuel E. Oladipo and |Musilima O.Owoyele

Abstract

The twin economic policies of the federal government of Nigeria (subsidy removal on petrol and floating of naira) have reduced the purchasing power of Nigerians in recent time. This has made many government workers to explore other alternative means of making ends meet. This study assess contributions of entrepreneurship to environmental sustainability and wealth creation among the sweepers in tertiary institutions in Ogun State, Nigeria. The studies assessed the contribution of entrepreneurship to waste management and environmental sustainability and explore the role of entrepreneurship in promoting wealth creation among sweepers in tertiary institutions in Ogun State. Two research questions guided the study. The study adopted a qualitative research design to get the opinion of the respondents. The study involved all sweepers in the two government own Universities in Ogun State. Ten (10) sweepers are selected from Olabisi Onabanjo University, Ago-Iwoye and Tai Solarin University of Education, Ogun State.

A self-structured interview guide tagged: Entrepreneurship for Environmental Sustainability and Wealth Interview Guide (EESWIG). Data collected were transcribed and analysed using thematic analysis. Finding shows that entrepreneurship ideas of the sweepers had contributed to waste management and environmental sustainability. The finding further revealed that sweepers has gain more business ideas and create avenue for wealth creation. Based on the finding, it was recommended that institutions should encourage the sweepers by buying the items collected within the school for recycling.

Keywords: Entrepreneurship, panacea, environmental sustainability, wealth creation, sweepers.

LIBRARY ENTREPRENEURSHIP AND CREATIVITY FOR JOB OPPORTUNITIES: A STUDY OF NIGERIAN LIBRARIANS

Dr. Matthew Omadewu Adejoh CLN*

Abstract

The library profession in Nigeria is facing significant challenges, including limited job opportunities, inadequate funding, and outdated skills. The traditional role of librarians as custodians of books and other library materials is no longer sufficient in the digital age. To remain relevant, librarians must adopt entrepreneurial and creative approaches to create new job opportunities and provide innovative services to their users. Library entrepreneurship and creativity involve the application of innovative and creative ideas to create new services, products, and opportunities. It requires librarians to think outside the box, take risks, and experiment with new approaches. Entrepreneurial librarians are proactive, adaptable, and open to change, and they are able to identify opportunities and capitalize on them. In Nigeria, librarians face unique challenges, including a lack of funding, inadequate infrastructure, and limited access to technology. However, these challenges also present opportunities for librarians to be creative and entrepreneurial. By adopting innovative approaches and leveraging technology, librarians in Nigeria can create new job opportunities, provide innovative services, and contribute to the development of their communities.

This study aims to investigate the level of entrepreneurship and creativity among Nigerian librarians and identify opportunities for creating new job opportunities. It will explore the challenges and constraints faced by librarians in Nigeria and examine the role of entrepreneurship and creativity in addressing these challenges. The study will also provide recommendations for librarians, library schools, and professional associations to promote entrepreneurship and creativity among librarians in Nigeria. The library profession in Nigeria is facing significant challenges, including limited job opportunities, inadequate funding, and outdated skills.

To address these challenges, librarians must adopt entrepreneurial and creative approaches to create new job opportunities and remain relevant in the digital age. This study aims to investigate the level of entrepreneurship and creativity among Nigerian librarians and identify opportunities for creating new job opportunities.

Key words: entrepreneurship, Innovation, Creativity, Job Opportunity, Librarian

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THE ROLE OF GOVERNMENT AND FINANCIAL INSTITUTIONS IN THE DEVELOPMENT OF SMALL AND MEDIUM SCALE ENTERPRISES IN NIGERIA (A CASE STUDY OF BENUE STATE)

Elaigwu Samuel Ochefije[*]

Abstract

Small and Medium Scale Enterprises constitute essential ingredients in the lubrication and development of any economy. In Nigeria, the story makes no remarkable differences as Small and Medium Scale Enterprises dominate the economy.

Government over the years has formulated a number of policies aimed at developing Small and Medium Scale Enterprises. While most policies actually failed due to poor implementation, others however, succeeded. This shows that if commitment is demonstrated by the government and the financial institutions more success will be achieved in the development of Nigerian economy. It is therefore the thrust of this paper to identify the role of government and other financial institutions particularly micro finances institutions in the development of small and medium scale enterprises in Nigeria. Relevant literatures were reviewed to bring out salient issues on the subject matter of this paper. The methodology used for this write up is secondary method of data collection. It was discovered that financial institutions provide the necessary financial lubricant that facilitate the development of Small and Medium Scale Enterprises, but, a lot still need to be done by the government in terms of policy formulation in order to complement the efforts of financial institutions. This paper

suggests among others, the establishment of more microfinance institutions, cooperative societies and better government policies to serve the grass root financial needs, sensitization of the general public on how to access funds for SMEs development, public private partnership should also be encouraged, the financial muscle of the financial institutions must be geared up to meet the financial need of SMEs in their respective locality.

Keywords: Small and Medium Scale Enterprises, entrepreneurship, financial institutions economic development, banking sector, facility.

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INTEGRATING ENTREPRENEURSHIP ORIENTATION INTO HUMAN RESOURCES MANAGEMENT (HRM): A KEY TO ORGANISATIONAL SUCCESS

Ogwuche, Michael Kenneth[*]

Abstract

This paper will explore the intersection of human resources management and entrepreneurship, focusing on how organizations can leverage entrepreneurial approaches to drive human resource excellence. Human resources has evolved from the traditional administrative function to a strategic partner in driving organizational success. By adopting an entrepreneurial mindset and applying key principles of entrepreneurship management to HR practices, organizations can unlucky new opportunities for growth, innovation, and competitive advantages. This paper will first define the concept of entrepreneurship management in the context of human resources, highlighting the key characteristics such as creativity, risk-taking, and a focus on value creation. It will then discuss the benefits of incorporating entrepreneurial elements into HR functions, including increased agility, responsiveness to change, and a culture of continuous improvement. Next, the paper will explore best practices for building human resources excellence through entrepreneurship management. This will include strategies for fostering a culture of innovation and empowerment within HR teams, as well as techniques for leveraging entrepreneurial thinking to drive talent development, performance management and organizational design. This paper will also examine real-world case studies of organizations that have successfully integrated entrepreneurial approaches into their HR strategies, showcasing the impact on employee engagement, organizational performance, and competitive positioning. The paper will argue that by embracing entrepreneurship management principles, organizations can transform their human resources function into a strategic driver of organizational success. It will offer actionable recommendation for HR leaders looking to build a culture of innovation, agility and excellence within their teams.

Keywords: Human Resources, Entrepreneurship Management, HR Excellence, Innovation, Organizational Development, Talent Management, Organizational Performance.

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ENTREPRENEURIAL ORIENTATION IN OFFICE TECHNOLOGY AND MANAGEMENT: PATHWAYS TO SUSTAINABLE ECONOMIC DEVELOPMENT IN POLYTECHNICS IN SOUTHWEST NIGERIA

Dr. Mrs. C. B. Iro-Idoro[*] & MR. Z. A. Aliu[†]

Abstract

Entrepreneurial orientation (EO) has become a crucial factor in driving innovation, competitiveness, and sustainable economic development in educational institutions, particularly polytechnics. This study examines the relationship between entrepreneurial orientation in Office Technology and Management (OTM) and its role in fostering sustainable economic development in Southwest Nigeria. Using a mixed-method approach, data were collected from OTM educators, students, and industry stakeholders across selected polytechnics. The study employed structured questionnaires and in-depth interviews, while data analysis was conducted using descriptive and inferential statistics, including regression analysis. Findings reveal that dimensions of EO—innovativeness, proactiveness, risk-taking, and competitive aggressiveness—significantly influence the entrepreneurial capacity of OTM graduates. Additionally, the integration of digital skills, business incubation, and industry partnerships within OTM curricula enhances employability and business creation, contributing to regional economic sustainability. The study recommends a strategic oreorientation of OTM education to emphasize entrepreneurial competencies, digital transformation, and institutional support systems. Strengthening policy frameworks and fostering collaboration between academia and industry are essential for sustainable development.

Keywords: Entrepreneurial Orientation, Office Technology and Management, Sustainable Economic Development, Polytechnics, Southwest Nigeria

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ENHANCING ENTREPRENEURIAL ORIENTATION FOR SUSTAINABLE ECONOMIC DEVELOPMENT: THE ROLE OF OFFICE TECHNOLOGY AND ELECTRICAL ELECTRONICS ENGINEERING IN POLYTECHNICS IN SOUTHWEST NIGERIA

Eng. Dr. Taofeek Adekunle[*] Abdul-Hameed[†], Mr. Zainul Abideen Aliu[‡] & Eng. Oluwafemi Muhydeen TIjani[§]

Abstract

Entrepreneurial orientation (EO) is a critical driver of sustainable economic development, particularly in developing economies. This study examines the role of Office Technology and Management (OTM) and Electrical Electronics Engineering (EEE) in fostering entrepreneurial orientation among students in polytechnics in Southwest Nigeria. Using a mixed-method approach, data were collected through structured questionnaires and in-depth interviews from 250 students and 50 lecturers across selected polytechnics. The study employed descriptive and inferential statistical tools, including regression analysis, to assess the impact of OTM and EEE curricula on entrepreneurial competencies, innovation, and business sustainability.

Findings reveal a significant relationship between practical skill acquisition in OTM and EEE and students; entrepreneurial readiness. Additionally, inadequate access to funding, outdated curriculum, and weak industry-academic linkages were identified as key challenges hindering effective entrepreneurial training. The study recommends curriculum reforms, increased industry collaboration, and improved government policies to enhance entrepreneurial orientation in technical education. These measures will equip graduates with the necessary skills to drive sustainable economic development in Nigeria.

Keywords: Entrepreneurial Orientation, Sustainable Economic Development, Office Technology, Electrical Electronics Engineering, Polytechnics, Southwest Nigeria.

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THE ROLE OF ENTREPRENEURIAL ORIENTATION IN SUSTAINABLE ECONOMIC DEVELOPMENT: IMPLICATIONS FOR OFFICE TECHNOLOGY, MANAGEMENT, AND SOCIOLOGICAL PRACTICES IN POLYTECHNICS IN SOUTHWEST NIGERIA

Azeez Ojo Olasunkanmi[*], Tijani Saheed Abiodun[†] & Aliu Zainul Abideen[‡]

Abstract

This study examines the role of entrepreneurial orientation in sustainable economic development, with a focus on its implications for Office Technology, Management, and Sociological practices in polytechnics in Southwest Nigeria. Employing a mixed-methods approach, the study collected primary data from 250 academic and administrative staff across selected polytechnics in the region through structured questionnaires and interviews. Secondary data from policy reports and academic literature were also analyzed. Findings reveal that entrepreneurial orientation—characterized by innovation, proactiveness, and risk-taking—significantly influence curriculum development, institutional management, and students' employability in Office Technology and Management (OTM) programs. Additionally, sociological factors such as institutional culture, leadership style, and government policies mediate the relationship between entrepreneurial education and sustainable economic outcomes. The study concludes that fostering an entrepreneurial mindset among students and faculty in polytechnics is essential for bridging the skills gap and promoting economic resilience.

It recommends curriculum reforms, capacity-building programs, and industry-academia partnerships to enhance entrepreneurial education in OTM and related disciplines.

Keywords: Entrepreneurial Orientation, Sustainable Economic Development, Office Technology and Management, Sociology, Polytechnics, Southwest Nigeria.

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ENTREPRENEURIAL AWARENESS AND SKILLS FOR ECONOMIC SUSTAINABILITY OF GRADUATES: OFFICE TECHNOLOGY AND MANAGEMENT TO THE RESCUE

Gabriel Adewale Soyebi, PhD*

Abstract

This study sought to contribute to the body of knowledge on entrepreneurial awareness and skills in Office Technology and Management (OTM) towards economic sustainability of graduates. The population of the study spanned across the three tiers of Ogun State-owned tertiary institutions, Nigeria. Two research questions focusing on the students' level of entrepreneurial awareness; and skills expected by OTM students for entrepreneurship guided the study. A 15-item self-developed questionnaire entitled "Entrepreneurial Awareness Questionnaire" (EAQ) was used to collect data from 403 respondents. The questionnaire was validated by three experts and its reliability coefficient was established at .74 using Cronbach Alpha Coefficient method. The data collected were analyzed using descriptive statistics. The study found out that by acquiring entrepreneurial skills, OTM graduates are more likely to be employed or become self-employed, contributing to countries' economic growth. The study concluded that in spite of the enormous potentials in Office Technology and Management programme, there is need to arouse the curiosity and interest of students to entrepreneurship opportunities inherent in the programme. The study recommended, among others, that OTM students must embrace the provided opportunity in the programme and acquire requisite entrepreneurial skills for self-reliance, economic sustainability and ultimately national economic development.

Keywords: Awareness, Entrepreneurship, OTM, Skills, Sustainability

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DIGITAL ENTREPRENEURSHIP AND MARKETING PERFORMANCE OF SMA BUSINESSES IN UGBOKOLO METROPOLIS, BENUE STATE-NIGERIA

Emmanuel Ameh (PhD)[*]

Abstract

This study examined the effect of Digital entrepreneurship on marketing performance of Small Businesses in Ugbokolo, Benue State. Specifically, the study investigated the effect of digital knowledge base and ICT market, digital business environment and digital skills and e-leadership on marketing performance of Small Businesses in Ugbokolo, Benue State. This study is anchored on Innovation theory by Shumpeter Joseph in 1912. The study adopted cross sectional research design. Data was collected through Questionnaire administration in the Census population of 300 selected small businesses in Ugbokolo Metropolis, Multiple Regressions were used to analysed the data with aid of SPSS version 25.

It was revealed that digital entrepreneurship through digital knowledge base and ICT market, digital business environment and digital skills and e-leadership have positive effect on marketing performance of Small Businesses in Ugbokolo, Benue State. From the findings, it is concluded that, digital entrepreneurship through digital knowledge base and ICT market, digital business environment and digital skills and e-leadership have improved the marketing performance of Small Businesses in Ugbokolo, Benue State. It is recommended that Small business in Borue state should adapt digital knowledge base and ICT market, digital business environment and digital skills and e-leadership so as to improve their marketing performance.

Keywords: Effect, Digital Entrepreneurship, Marketing Performance, Small Businesses, Ugbokolo Metropolis

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BUILDING PEACE AND LIVELIHOODS THROUGH ENTREPRENEURSHIP: ISLAMIC APPROACHES TO ECONOMIC RECOVERY IN CONFLICT-AFFECTED COMMUNITIES

Dr. Muhammad Auwal Sulaiman[*]

Abstract

Communities affected by conflict often face serious challenges, including poverty, unemployment, and social unrest. This paper explores how Islamic teachings can be used to support peace and economic recovery through entrepreneurship. It focuses on key Islamic principles such as reconciliation (sulh), social reform (islah), and economic tools like zakat, waqf, and mudarabah that promote fairness and support for the needy. Using examples from Northern Nigeria and similar regions, the paper shows how these values can help people rebuild their lives and strengthen their communities. The study highlights how faith-based entrepreneurship can not only reduce poverty but also help restore peace and stability. The paper argues that these Islamic approaches deserve greater attention in both academic research and practical development policies aimed at achieving long-term, sustainable growth.

Keywords: Islamic entrepreneurship, peacebuilding, economic recovery, sustainable development, conflict resolution, zakat, waqf, Northern Nigeria

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RENEWABLE ENERGY SOURCES FOR SUSTAINABLE ECONOMIC GROWTH IN NIGERIA

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Abstract:
Globally, it is accepted that the rising environmental and economic cost associated with fossil fuel energy has made Renewable Energy Sources (RES) a fundamental requirement for the growth and economic projection of any developing nation like Nigeria. The paper addresses an alternative way of generating electric power using renewable source of energy for Nigerian economic growth. In this case, Nigeria's energy scene, renewable energy potentials and barriers, as well as various national energy policies were looked into and analysed for a provision of a sustainable alternative sources of electricity. Achieving sustainable technological development in Nigerian economy lies in addressing the imminent electricity energy crisis facing the Nation (Nigeria). But fossil fuels have increased in use and declined in supply, massive application of fuel wood is already creating environmental problems. In this regard alternative energy (RES) help to brings together climate protection (lowers emissions of greenhouse gases, air pollution etc), poverty reduction (socioeconomic development), and technological progress. Using the years 2000 to 2024 the researchers urged the Nigerian government to train more renewable energy developers, establish credit facilities and an enabling Nigerian environment for the exploitation of RES, allocate funds, and make a solid renewable energy policy.

Keywords: Renewable energy Sources, Economic projection, Nigerian's energy scene, Technological progress, Renewable Energy policy,.

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INTEGRATING ENTREPRENEURSHIP ORIENTATION INTO HUMAN RESOURCES MANAGEMENT (HRM): A KEY TO ORGANISATIONAL SUCCESS

Ogwuche, Michael Kenneth*

Abstract

This paper will explore the intersection of human resources management and entrepreneurship, focusing on how organizations can leverage entrepreneurial approaches to drive human resource excellence. Human resources has evolved from the traditional administrative function to a strategic partner in driving organizational success. By adopting an entrepreneurial mindset and applying key principles of entrepreneurship management to HR practices, organizations can unluck new opportunities for growth, innovation, and competitive advantages. This paper will first define the concept of entrepreneurship management in the context of human resources, highlighting the key characteristics such as creativity, risk-taking, and a focus on value creation. It will then discuss the benefits of incorporating entrepreneurial elements into HR functions, including increased agility, responsiveness to change, and a culture of continuous improvement.

Next, the paper will explore best practices for building human resources excellence through entrepreneurship management. This will include strategies for fostering a culture of innovation and empowerment within HR teams, as well as techniques for leveraging entrepreneurial thinking to drive talent development, performance management and organizational design. This paper will also examine real-world case studies of organizations that have successfully integrated entrepreneurial approaches into their HR strategies, showcasing the impact on employee engagement, organizational performance, and competitive positioning. The paper will argue that by embracing entrepreneurship management principles, organizations can transform their human resources function into a strategic driver of organizational success. It will offer actionable recommendation for HR leaders looking to build a culture of innovation, agility and excellence within their teams.

Keywords: Human Resources, Entrepreneurship Management, HR Excellence, Innovation, Organizational Development, Talent Management, Organizational Performance.

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INNOVATIVE ENTREPRENEURSHIP: STRATEGIES FOR TEXTILE PRODUCTION IN SUSTIANABLE DEVELOPMENT

Ajibo Ochulayi[*]

Abstract

This study explores the nexus between traditional textile production and innovative entrepreneurship among the Idoma people of Benue State, Nigeria. For centuries, cloth weaving has existed as a cottage industry within the community, primarily serving cultural and economic roles. However, despite its long history, the industry has not evolved sufficiently to meet global production standards or contribute meaningfully to sustainable development. The study investigates how entrepreneurial innovation can transform this indigenous practice by examining its historical evolution, production techniques, and economic relevance. A qualitative research approach was employed, involving direct observation and unstructured interviews at selected textile centers in Nigeria. Data collected from both primary and secondary sources were analyzed using technical, historical, and stylistic methods. The findings reveal a significant lack of innovation, professional training, and modern business practices, which hinder growth and sustainability. The study underscores the importance of entrepreneurial strategies such as opportunity recognition, creativity, market adaptation, and sustainability integration. By adopting innovative tools and methods, enhancing skill acquisition, and fostering market-oriented production, traditional textile weaving can be revitalized to foster sustainable development, economic empowerment, and global competitiveness.

Keywords: Innovative Entrepreneurship, Textile Production, Sustainable Development, Idoma Cloth Weaving, Indigenous Industries

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RE-EXAMINING THE REGULATORY FRAMEWORKS AND INSTITUTIONAL ARRANGEMENTS FOR STRATEGIC MANAGEMENT OF PUBLIC SERVICE IN THE GAMBIA

Banna Sawaneha[*] and Taiwo A. Olaiyab[†]

Abstract

This paper assessed the regulatory frameworks and institutional arrangements for strategic management of public service in The Gambia. The study reviewed and analysed policy documents related to the regulatory frameworks and institutional arrangements. Specifically, using qualitative (content) analysis of documentary data, the study addressed: (1) the 1997 Constitution, (2) the Statutes, (3) the Judicial Pronouncements (Case Laws), (4) Other (Secondary) Regulatory Instruments, (5) Institutional Arrangements, and (6) Analysis of strategic plans of five sampled public service organisations in the country. The findings showed that, although the regulatory frameworks are sufficiently contained in the 1997 Constitution, extant statutes and case laws, the institutional arrangements lacked adequate human capacity to commensurably transfer the regulations into the needed success for public service delivery. In addition, the study discovered that there was no specific policy on strategic plans formulation, implementation and evaluation for PSOs in The Gambia. The paper concluded that the judicial system of The Gambia has not presented any identifiable pronouncement whose ratio decidendi ("principle or rule constituting the basis of a court decision") and obiter dictum ("opinion or a remark made by a judge which does not form a necessary part of the court's decision") specifically bordered around the impact of strategic management on public service delivery.

Keywords: Regulatory Framework; Institutional Arrangements; Strategic Management; Public Service; The Gambia

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BIOMEDICAL ENTREPRENEURSHIP IN THE ERA OF PERSONALIZED MEDICINE

Iornumbe S.M*, Tivkaa, J.T†, & Abah E. A‡

Abstract

The rapid evolution of biomedical science, driven by advancements in genomics, bioinformatics, and molecular diagnostics, has ushered in a new era of personalized medicine — a healthcare models that tailors treatment strategies to individual genetic, environmental, and lifestyle factors.

This transformation has opened unprecedented opportunities for biomedical entrepreneurship, fostering innovation at the intersection of science, technology, and business. Biomedical entrepreneurs are increasingly developing personalized therapies, diagnostics, and digital health tools that aim to enhance patient outcomes and reduce healthcare costs. However, the commercialization of personalized medicine presents unique challenges, including regulatory complexities, high development costs, data privacy concerns, and the need for interdisciplinary collaboration among clinicians, scientists, and entrepreneurs. This paper explores the dynamic landscape of biomedical entrepreneurship within the context of personalized medicine, analyzing key drivers of innovation, investment trends, regulatory frameworks, and successful case studies.

It also discusses strategic approaches for navigating the entrepreneurial ecosystem, including partnerships with academic institutions, venture capital engagement, and the use of artificial intelligence to accelerate research and development. By highlighting both opportunities and obstacles, this study provides a comprehensive understanding of how biomedical entrepreneurship is reshaping the future of personalized healthcare and offers insights into building sustainable ventures in this rapidly evolving field.

Keywords: Personalized Therapy, Molecular Diagnostics, Biomedical Entrepreneurship, Ecosystem, Sustainable Ventures

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INNOVATIVE ENTREPRENEURSHIP: STRATEGIES FOR TEXTILE PRODUCTION IN SUSTIANABLE DEVELOPMENT

Ajibo Ochulayi[*]

Abstract

This study explores the nexus between traditional textile production and innovative entrepreneurship among the Idoma people of Benue State, Nigeria. For centuries, cloth weaving has existed as a cottage industry within the community, primarily serving cultural and economic roles. However, despite its long history, the industry has not evolved sufficiently to meet global production standards or contribute meaningfully to sustainable development. The study investigates how entrepreneurial innovation can transform this indigenous practice by examining its historical evolution, production techniques, and economic relevance. A qualitative research approach was employed, involving direct observation and unstructured interviews at selected textile centers in Nigeria. Data collected from both primary and secondary sources were analyzed using technical, historical, and stylistic methods. The findings reveal a significant lack of innovation, professional training, and modern business practices, which hinder growth and sustainability. The study underscores the importance of entrepreneurial strategies such as opportunity recognition, creativity, market adaptation, and sustainability integration. By adopting innovative tools and methods, enhancing skill acquisition, and fostering market-oriented production, traditional textile weaving can be revitalized to foster sustainable development, economic empowerment, and global competitiveness.

Keywords: Innovative Entrepreneurship, Textile Production, Sustainable Development, Idoma Cloth Weaving, Indigenous Industries

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HUMAN RESOURCE MANAGEMENT IN ENTREPRENEURIAL BUSINESSES

Aondo Jonathan Aernan[*] & Ugbe Peter Anjekle[†]

Abstract

Entrepreneurial orientation is critical for small and medium organizations for the survival and growth of their businesses. Entrepreneurial is an undertaking in which a particular human being proceeds along with opportunities by exploring the benefit of human resource management. The study justified that the role of managing human resources effectively and efficiently is significant in fostering and maintaining high levels of productivity in entrepreneurial businesses. Employees are said to be the most important resources available to an entrepreneur in the creation, development, and sustenance of a thriving entrepreneurial business. However, it was recommended that business owners should ensure competent candidates are being selected and placed during the recruitment process, as proper selection and placement of candidates into the organization will result into having the right people doing the right job which would enhance future performances of entrepreneurial businesses.

Keywords: human, resource, management, entrepreneurial business, manager
Conflicts of interest: The authors declared no conflicts of interest.

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APPLYING ENTREPRENEURIAL STRATEGIES TO EDUCATIONAL MANAGEMENT: FOSTERING INNOVATION AND COMPETITIVENESS IN YUSUF MAITAMA SULE FEDERAL UNIVERSITY OF EDUCATION, KANO

Dr. Asiya Aliyu Ibrahim[*]

Abstract

The application of entrepreneurial strategies to educational management is crucial for promoting innovation and boosting competitiveness in newly formed institutions like the Yusuf Maitama Sule Federal University of Education, Kano. This method transforms the conventional administrative models towards modern, agile, effective and opportunity-focused practices, motivating the leaders to recognize shortcomings, optimize available resources and involve stakeholders to enable effective and timely decision-making for a dynamic, forward-thinking institution that could withstand societal and economic challenges.

The paper explores how applying entrepreneurial approaches to educational management could pilot innovative reforms in the newly converted teacher education institute, how it could enhance students' outcomes and generate a culture of continuous improvement and competitive spirit to make the institution a productive one; an enabling environment for entrepreneurship to thrive so that future educators would not only graduate as employment seekers, but fully prepared with skills and innovative ideas to transform their communities and provide solutions to the rate of unemployment among graduates.

The paper is a case study (descriptive research) which covers only the newly converted FCE Kano to YMSFUEK. It analyses different strategies to be employed in achieving anticipated results. It comes up with a conclusion that if the management and members of staff buy the idea of using entrepreneurial strategies to revolutionize the institution, it could competewith the best institutions in the world in terms of productivity and innovations.

Keywords: Entrepreneurial strategies, Educational management, Innovation and Competitiveness

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ACCESS TO ENTREPRENEURIAL FINANCE AND ITS IMPACT ON SMALL AND MEDIUM ENTERPRISES (SMES) GROWTH IN BENUE STATE, NIGERIA

Ajam, Peter Ngbede[*]

Abstract

This study examines the relationship between access to entrepreneurial finance and the growth of Small and Medium Enterprises (SMEs) in Benue State, Nigeria. SMEs play a crucial role in driving economic development, yet limited access to finance remains a significant barrier to their expansion and sustainability. The research utilizes secondary data sourced from reports of financial institutions, government agencies, and previous empirical studies to analyze patterns in financing accessibility and SME growth indicators. The target population comprises 230 SMEs across various sectors within Benue State. Descriptive and inferential statistical tools were employed to evaluate the impact of financial accessibility on business growth metrics such as sales turnover, employment generation, and asset accumulation. Findings reveal a positive correlation between access to finance and SME growth, although challenges such as high interest rates, stringent collateral requirements, and limited financial literacy persist. The study recommends improved financial policies, development of microcredit schemes, and enhanced capacity-building programs tailored to SME needs. These interventions can foster a more inclusive financial environment that supports entrepreneurial development and economic resilience in the region

Keywords: Entrepreneurial finance, SME growth, access to credit, Benue State, financial inclusion.

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STATISTICAL MODELING OF ENTREPRENEURIAL ORIENTATION INDICATORS FOR SUSTAINABLE ECONOMIC DEVELOPMENT: A MULTIVARIATE ANALYSIS APPROACH

Hamidu Umaru Waniyos*

Abstract

This study employed advanced statistical modeling techniques to quantify the relationship between entrepreneurial orientation (EO) and sustainable economic development across 45 emerging economies.

Using longitudinal data from 2005-2022 sourced from World Bank and Global Entrepreneurship Monitor databases, the construct a structural equation model incorporating five key EO dimensions (innovativeness, proactiveness, risk-taking, autonomy, and competitive aggressiveness) as latent variables. The analysis reveals statistically significant path coefficients (p<0.01) between EO composite scores and three sustainable development indicators: renewable energy adoption (β=0.42), circular economy implementation (β=0.37), and inclusive growth metrics (β=0.29). The multivariate regression model explains 68% of variance in sustainable development outcomes (adjusted R^2=0.68, F=24.73, p<0.001), with innovativeness (β=0.51) and proactiveness (β=0.43) emerging as the most potent predictors. Spatial autocorrelation analysis (Moran's I=0.32, p=0.004) identifies significant regional clustering of high EO-high sustainability performers, particularly in Southeast Asia and Scandinavia.

Time-series forecasting using ARIMA (1,1,1) predicts that a 10% increase in national EO scores could accelerate SDG achievement timelines by 3.7 years (±1.2 years, 95% CI). The study introduced a novel EO Sustainability Index (EOSI) that demonstrated strong discriminant validity (AVE=0.72) and reliability (Cronbach's α=0.89). These findings provided empirical evidence for policy-makers to prioritize specific EO dimensions in economic planning, while offering researchers a robust quantitative framework to analyze the entrepreneurship-sustainability nexus. The statistical methodologies developed here represent a paradigm shift from qualitative EO research to data-driven decision-making tools for sustainable development.

Keywords: Entrepreneurial, Statistics, Modeling, Sustainability, Development, Indicators, Analysis

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EFFECT OF PARENTS' INCOME AND HOME ENVIRONMENT ON THE ACADEMIC PERFORMANCE OF ELECTRICAL INSTALLATION AND MAINTENANCE WORK TRADE STUDENTS OF TECHNICAL COLLEGES OF ADAMAWA STATE

Dr. Mohammed Usman Michika*

Abstract

This study investigated the effect of parents' income and home environment on academic performance of electrical installation and maintenance work trade students in technical colleges of Adamawa State. The study has two purposes and two research questions raised in line with the specific objectives. Similarly, two hypotheses were formulated and tested at alpha value of 0.05 level of significance. Descriptive survey research design was adopted. The area of the study is Adamawa State of Nigeria. The population for the study comprised ninety four Senior Secondary School year three electrical installation and maintenance works trade students in the three State technical colleges in Adamawa State. There was no sampling as the entire population was studied. The instrument used for the study was standardized performance test questions adopted from NABTEB past question papers. Validity of the instrument was ascertained through face and content validity. Test re-tests method of establishing reliability was used and the reliability index was computed by correlating the two scores using Pearson Product Moment Correlation formula and a reliability coefficient of 0.78 was obtained. The data were analyzed using SPSS (version 22). Mean and Standard deviation was computed using SPSS to answer all the Research Questions.

ANOVA was used to test hypothesis 1, while z-test was used to test hypothesis 2. Findings were made based on the research questions and hypotheses, which are:Parents level of income and home environment have significant influence on the academic performance of EIMW Students. It was therefore recommended that, social and economic policies should be put in place to enable students from parents of low income to have equal opportunity of advancing the cause of educating the students. Government should ensure the improvement of the living standard of low-income parents since their level of income has direct influence on the academic performance of the students.

Keywords: Academic Performance, Entrepreneurship, Income, Parents,
Effective Procurement Entrepreneurship Management and Organizational

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PERFORMANCE OF THE SUPPLY CHAIN PERSONNEL IN NIGERIA

Dr. Ankeli, Ogbugwa Marjorie (Ph.D.)[*] :

Abstract

The main objective of this paper is to investigate the relationship between effective procurement entrepreneurship management and organizational performance of the supply chain personnel. The study took a deep insight of several pieces of works of literature on effective procurement entrepreneurship management and organizational performance stemming from several authors. The concept of procurement practices has been studied; the relationship between strategic procurement management and organizational performance has yet to be discovered. Informed by this besetting reality, solid evidence that validates the connection is required to conceptualize procurement entrepreneurship management. The study adopted a descriptive research design approach. The data was collected from 40 respondents who comprised the supply chain leaders of some selected business organizations in Nigeria. The respondents were randomly selected, and data were collected using a closed-ended questionnaire. The study's key findings indicated that sound procurement entrepreneurship management improves organizational performance of some selected business organizations in Nigeria. The study established that promoting e-procurement system management and strategic buyer-supplier relationships significantly contribute to organizational performance. Therefore, the study recommends that management adopt an electronic procurement system and e-procurement management and forge robust strategic buyer-supplier relationships to improve organizational performance. Therefore, this is a call on policy support and framework to any other country which is striving to achieve economic success.

Keywords: Procurement Entrepreneurship Management, Procurement Mechanisms, Procurement Agencies, Organizational Performance, Supply Chain Management Systems.

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CONSUMER PATRONAGE FOR LOCAL PRODUCTS IN NIGERIA: DOES MATERIALISM MATTERS?

Sani Usman[*] & Ahmad Shehu[†]

Abstract

This paper investigates the determinants of consumer preference for made-in-Nigeria products, focusing on consumer ethnocentrism, cultural intensity, brand equity, and materialism. Employing a descriptive survey research design, data were collected from customers of two convenience stores in Bauchi metropolis, namely City Store and Jifatu Store. While a minimum sample size of 85 was initially determined using power estimation with G*Power calculator, the analysis utilized data from 277 respondents. e-Questionnaires in KoboCollect App were used to facilitate the data collection from the study participants. Ordinary Least Squares (OLS) regression, employing the bootstrap method with 10,000 re-samples at a 5% significance level, was utilized to analyze the data. The findings reveal that consumer ethnocentrism and brand equity positively influence consumer preference for local products. However, cultural intensity was found to have no significant effect on consumer preference for local products. Interestingly, consumer materialism was found to have a negative effect on consumer preference for local products, suggesting that consumers with lower levels of materialism are more likely to exhibit higher preference for locally made goods. These results provide value for policymakers, marketers, and businesses seeking to understand and leverage consumer preferences towards locally produced goods in Nigeria.

Keywords: Consumer ethnocentrism, cultural intensity, brand equity, materialism, consumer preference

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BUSINESS MODEL INNOVATION IN PRECISION MEDICINE COMPANIES IN NIGERIA

Iornumbe S.M*.& Tivkaa, J.T.[†]

Abstract

This paper examines the dynamic environment of business model innovation within precision medicine companies, investigating how these organizations develop, implement, and iterate novel approaches to value creation and capture in response to a rapidly evolving healthcare ecosystem. The paper relied essentially on secondary sources of data collection. Findings indicate successful precision medicine ventures employ business model innovation along three critical dimensions: developing multi-sided market structures that simultaneously serve patients, providers, payers, and pharmaceutical partners; creating hybrid revenue models that balance immediate diagnostic or service income with long-term data monetization opportunities; and establishing strategic partnerships that address capability gaps while navigating complex regulatory and reimbursement landscapes. Additionally, the research identifies how precision medicine companies iteratively refine their business models in response to technological advancements, regulatory changes, competitor actions, and evolving stakeholder expectations. This study contributes to both entrepreneurship management literature and healthcare innovation practice by articulating the unique business model considerations for precision medicine ventures. The findings have significant implications for healthcare policy development, particularly regarding data sharing frameworks, reimbursement structures, and regulatory approaches that either enable or constrain business model innovation in this vital sector.

Keywords: Precision, Medicine, Business, Model innovation, Personalized Healthcare, Biomedical.

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ACCOUNTING ENTREPRENEURSHIP MANAGEMENT AND SUSTAINABLE ECONOMIC DEVELOPMENT.

Ogbu Moses Onwe, Ph.D*

Abstract

Accounting entrepreneurship management plays a pivotal role in driving sustainable economic development by fostering financial transparency, informed decision-making, and responsible resource allocation. As entrepreneurs in the accounting field establish and manage firms that provide essential services—such as auditing, tax planning, financial consulting, and bookkeeping—they contribute significantly to the efficiency and stability of both small and large enterprises. By ensuring compliance with financial regulations and promoting best practices in financial reporting, accounting entrepreneurs enhance corporate governance and investor confidence, which are key pillars of sustainable growth. Furthermore, the strategic management of accounting firms creates employment opportunities, supports innovation through financial advisory services, and strengthens the financial literacy of clients, especially in under-served markets. The integration of sustainable practices into accounting entrepreneurship, such as green accounting and ESG (Environmental, Social, and Governance) reporting, further underscores its role in promoting long-term economic health. Effective management in this sector not only sustains the entrepreneurs' businesses but also enables them to contribute meaningfully to broader developmental goals, including poverty reduction, economic diversification, and inclusive financial systems. Thus, accounting entrepreneurship management serves as both a catalyst and a safeguard in achieving balanced, resilient, and sustainable economic development in today's rapidly evolving global economy.

Keywords: Accounting, Entrepreneurship, Management, Sustainable, Development.

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MANAGEMENT OF SMALL AND MIDUM ENTERPRISE IN EDO STATE NIGERIA

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Abstract

This study investigated management of small and medium enterprise in Edo state, Nigeria. Business information is a set of processed data that are considered strategic and indispensable resources by business owners, usually to manage a small and medium enterprises from start-up to growth. In this age of the knowledge economy business information is key to successful management. Descriptive survey research design was used for this study. The study was guided by three objectives, The study revealed that business information is key to any successful business, quality service delivery is based on the feedback from customers, business information is a valuable resources that facilities good service delivery in any business enterprise, there is a strong relationship between quality service and business information.

The study recommended that business information, entrepreneurship skills and quality advertisement should be made mandatory for small scale enterprise and medium enterprises in Edo state, Nigeria.

Corporate affaire commission (CAC) and standard organization of Nigeria (SON) should made Business education a prerequisites for setting up business in Edo state, Nigeria.

Keywords: Enterprise, Management, Business Information, Small and Medium Enterprises.

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ACCOUNTING ENTREPRENEURSHIP MANAGEMENT AND SUSTAINABLE ECONOMIC DEVELOPMENT

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Abstract

Accounting entrepreneurship management plays a pivotal role in driving sustainable economic development by fostering financial transparency, informed decision-making, and responsible resource allocation. As entrepreneurs in the accounting field establish and manage firms that provide essential services—such as auditing, tax planning, financial consulting, and bookkeeping—they contribute significantly to the efficiency and stability of both small and large enterprises. By ensuring compliance with financial regulations and promoting best practices in financial reporting, accounting entrepreneurs enhance corporate governance and investor confidence, which are key pillars of sustainable growth. Furthermore, the strategic management of accounting firms creates employment opportunities, supports innovation through financial advisory services, and strengthens the financial literacy of clients, especially in under-served markets. The integration of sustainable practices into accounting entrepreneurship, such as green accounting and ESG (Environmental, Social, and Governance) reporting, further underscores its role in promoting long-term economic health. Effective management in this sector not only sustains the entrepreneurs' businesses but also enables them to contribute meaningfully to broader developmental goals, including poverty reduction, economic diversification, and inclusive financial systems. Thus, accounting entrepreneurship management serves as both a catalyst and a safeguard in achieving balanced, resilient, and sustainable economic development in today's rapidly evolving global economy.

Keywords: Accounting, Entrepreneurship, Management, Sustainable, Development.

A STUDY OF ENTREPRENEURIAL SKILLS REQUIRED BY CLINICAL LABORATORY TECHNICIANS FOR SUCCESSFUL BUSINESS OPERATION IN BENUE STATE, NIGERIA

Oche Abah Thompson*

Abstract

A clinical laboratory technician plays an essential role in the Nigerian healthcare system. Clinical laboratory technicians in Nigeria work in hospitals, diagnostic centers, pharmaceutical, and research institutions, among other healthcare units. This study was conducted to examine the entrepreneurial skills required by Clinical Laboratory Technicians for successful operation of business in Benue State. The study adopted a survey research design and the population consisted of 22 registered Clinical Laboratory Technicians, as the respondents. The research had four purposes and four research questions were formulated. Questionnaires of 20 question items were asked to answer the research questions, using four-point rating scale. The researchers administered the questionnaire to the respondents directly and collected the same. Data collections were analyzed using mean. The finding revealed that Technical skills, Analytical skills, management skills, Personal skills and Communication skills were essential skills needed by Clinical Laboratory Technicians. In Conclusion, it is crucial for Nigerian Clinical Laboratory technicians to possess certain essential skills and must recognize the significance of acquiring these skills. It was recommended among others that prospective Clinical Laboratory Technicians, should strive toward entrepreneurial skills acquisition to enable them creates new job and contribute to the economic development.

Keywords: Entrepreneurial Skills, Clinical Laboratory, Technicians, Enterprises.

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THE EFFECT OF ELECTRONIC PROCUREMENT ON THE PERFORMANCE OF SELECTED MANUFACTURING SMALL AND MEDIUM ENTERPRISES (SMES) IN BENUE STATE, NIGERIA.

Dr. Aga Philip Agwaza*

ABSTRACT

This study examines the effect of electronic procurement on the performance of selected manufacturing Small and Medium Enterprises (SMEs) in Benue State, Nigeria. The specific objectives were to assess the effect of e-sourcing, ascertain the effect of e-ordering, determine the effect of e-payment and to examine the effect of e-informing; on performance of manufacturing small and medium enterprises in Benue State, Nigeria. The study adopted a survey research approach, using questionnaire administration to generate data from a sample of 279 employees directly involved in procurement activities in their respective organization. The data were analyzed using descriptive and inferential statistics. The t-test from regression analysis (statistical package for social science, version 25.0) was used to test the hypotheses. Findings revealed that e-sourcing (t= 8.55, p= 0.011), e-ordering (t= 7.76, p= 0.014), e-payment (t= 7.08, p = 0.002), and e-informing (t= 9.21, p= 0.003) had significant/positive effect on performance of manufacturing small and medium enterprises in Benue State, Nigeria. The study concludes that e-procurement (dimensioned by e-sourcing, e-ordering, e-payment, and e-informing) is an effective and viable tool for manufacturing small and medium enterprises performance (in terms of innovativeness, operational efficiency, cost. effectiveness and competitive advantage). This suggest that e-procurement adoption have potentials for enhancing the performance of manufacturing small and medium enterprises through creating a competitive edge over competitors as it will adjust their business processes to meet customer needs. The study recommend among others that management of manufacturing small and medium enterprises should inculcate more e-sourcing structures that projects stronger e-procurement posture, as it will enhance regular interface with suppliers and build relationship with suppliers to sustain supplies thereby increasing timely and cost effective service delivery thus enhancing the performance of the SMEs.

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CHALLENGES FACING WOMEN ENTREPRENEURS IN NIGERIA: A CASE STUDY OF WOMEN ENTREPRENEURS IN BENUE STATE NIGERIA

Dr. Onoja Augustine[*]:

Abstract

Women entrepreneurs have a significant role to play in the economic development of any nation. The purpose of this paper is to examine the challenges faced by women entrepreneurs in Benue State of Nigeria. This paper evaluates the challenges and prospects of women entrepreneurship in Nigeria. This study obtained primary data through the use of questionnaire as an instrument administered to 520 female entrepreneurs in Makurdi Benue State. A descriptive statistical analysis was used to calculate the frequency distribution of the responses from our respondents to analyses the data. The findings from the study revealed that although women entrepreneurs in Benue State have great prospects and are gaining recognition in entrepreneurship activities, they are however, confronted with several challenges. Some of these challenges include lack of infrastructural facilities, unconducive business environment; lack of electricity, customer dissatisfaction, family pressure, inability to prepare business plan and other socio-cultural problems. The result of the study further revealed that women entrepreneurs in Nigeria are ready to contribute to the economic development of Nigeria despite the challenges they faced in their businesses. The paper recommends that government should encourage women entrepreneurs by ways of granting them loans to enhance the growth of their businesses, that government should enact a law that will remove some of the traditional restrictions that affect their businesses negatively and that husbands should allow their wives to participate in entrepreneurial activities since it increases the income of the households.

Key Words: Challenges, Women entrepreneurs, Benue State, Entrepreneurial Activities, Prospects.

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ICT ENTREPRENEURSHIP AND POVERTY REDUCTION IN BENUE STATE, NIGERIA

Sunday Ogbu Onoja*

Abstract

This study seeks to investigate the role of ICT entrepreneurship in poverty reduction in Benue State, Nigeria. With the growing influence of digital technology on economic development, ICT-driven enterprises are increasingly seen as strategic tools for empowering individuals and communities. The research will explore how ICT-based entrepreneurial activities such as software development, digital marketing, mobile money services, and online retail contribute to job creation, skill acquisition, income generation, and improved access to information. Employing both qualitative and quantitative methodologies, data will be collected from selected ICT entrepreneurs, youth groups, and government agencies across major towns in Benue State, including Makurdi, Gboko, and Otukpo. Finding out whether or not ICT entrepreneurship has significantly improved livelihoods, particularly among young people, by providing alternative income streams and reducing dependence on traditional agriculture-based livelihoods, also whether there are key challenges such as inadequate infrastructure, limited access to funding, and low digital literacy, serving as hindrance against full realization of ICT's poverty-reduction potential. And whether, Government support through digital infrastructure development, funding schemes, and capacity-building programs are therefore critical to scaling ICT entrepreneurship. The study will decide whether fostering a conducive environment for ICT-driven enterprises can serve as a sustainable approach to poverty alleviation in Benue State. So as to recommend if necessary integrated policies that promotes digital inclusion, entrepreneurship education, and public-private partnerships to harness the full potential of ICT in addressing unemployment and poverty. This research contributes to the growing discourse on technology and development in sub-Saharan Africa, offering insights for policymakers, development practitioners, and entrepreneurs.

Key words: ICT Entrepreneurship and Poverty

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PROMOTING ENTREPRENEURSHIP EDUCATION IN LIBRARIANSHIP PROFESSION IN NIGERIA FOR GRADUATES SELF EMPLOYMENT

Thaddeaus Nguachia IORYEM CLN[*]

Abstract

Given the current employment and economic situation facing librarianship graduates in Nigeria, the need to equip graduates of the profession with the necessary skills to become self-employed while in the labor market become a necessity by the Nigerian government. This paper therefore, discusses Promoting entrepreneurship education in librarianship profession in Nigeria for Graduates self-employment. To achieve this, the paper critically analyses the major concepts and identified the aims of entrepreneurship education. The paper also discusses factors influencing entrepreneurship education in library schools, areas of entrepreneurship opportunities in librarianship as well as the skill requirements of students for self-employment opportunities in the Nigerian labor market. The paper also discusses the challenges of entrepreneurship education such as lack of entrepreneurship skill of library and information science educators among others and recommends that teaching librarians should acquire the necessary entrepreneurial skills which will enable them plan and agitate for inclusion and introduction of entrepreneurship development as a course in the curriculum of librarianship in all library schools in Nigeria. The paper concludes that entrepreneurship education is very vital in the economic development of a nation and librarianship graduates in particular for it create new ideas that could be converted into new ventures and discover new ways to provide resources and services to everybody.

Keywords: Entrepreneurship education, Librarianship profession, library schools, employment opportunities, Nigerian graduates

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PRODUCTION OF SOFT BOARD USING SUGAR CANE BAGASSE

Otokiti Jimoh Mojeed Enoma[*] & Hussaini Adamu[†]

Abstract

Processing of agricultural products such as sugarcane and maize leaves a lot of agricultural waste. Sugarcane bagasse is one such product. When these wastes decompose, they produce methane, and when burnt, they emit carbon dioxide, both gases pollute the environment and contribute towards

global warming. This research was to investigate an alternative use of bagasse from sugar processing industry and that from direct chewing of sugarcane. The growing demand for soft boards in the construction industry has posed a threat to forest cover since it is the largest source of raw material.

The synthetic binders used are expensive and contribute towards environmental degradation through Urea Formaldehyde (UF) and Phenol Formaldehyde (PF) emissions. The research was to produce B-E boards using sugarcane bagasse and Gum Arabic and determine their mechanical and physical properties. The bending strength was found to be 0.66N/mm2, the tensile strength 0.18N/mm2, thickness swelling 9.7% and water absorption 6%. When these properties were compared with the corresponding values given by the Kenya Standard on fibre board specification (KS 2706-2:2017), the boards were found to be suitable for non-load bearing applications such as insulation and acoustics.

Keywords: Bagasse- Euphorbia board, B-E board

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ENTREPRENEURSHIP EDUCATION AND BUSINESS DEVELOPMENT (A FOCUS ON SELECTED ENTREPRISES IN UROMI METROPOLIS, EDO STATE)

AGBONKHESE ASON KINGSLEY*

Abstract

Entrepreneurship has been seen as an engine of economic development for its ability to create innovative and resilient individuals that focused in starting and growing new businesses to fruition. The dwindling rate of business development in Nigeria is a source of concern for national development. The study assessed the relationship between entrepreneurship education and business development. Based on survey design, three hundred and nine respondents were selected from the small-scale entrepreneurs in Uromi metropolis. Data were collected through questionnaire and analyzed with descriptive statistics. The hypotheses were tested with Spearman's rank correlation. The findings of the study include that there is a positive and significant relationship between entrepreneurial knowledge and successful business start-up; the availability of entrepreneurial skills has positive and significant effect on business growth. The study concluded that entrepreneurship education is a driver and panacea for enduring business development. The study therefore recommended as follows that government and stakeholders should advocate education at all levels to be entrepreneurship oriented to enhance business development; government should provide motivational incentives and encouragement to small scale business.

Keywords: Entrepreneurship, education, business, development and economic

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THE CONCEPT OF DESKTOP PUBLISHING IN LIBRARIES AS ENTREPRENEURSHIP FOR SUSTAINABLE DEVELOPMENT

Ejeh Daniel Matthew[*],

Abstract

This paper explores the concept of desktop publishing in libraries as entrepreneurship for sustainable development. With the increasing demand for digital content, libraries can leverage desktop publishing skills to create and disseminate information, promoting sustainable development and economic growth. This study examines the role of desktop publishing in libraries, highlighting its benefits, challenges, and opportunities for entrepreneurship and sustainable development. The findings suggest that desktop publishing can be a viable entrepreneurship venture for libraries, enabling them to create innovative products and services that support sustainable development goals. Furthermore, the study emphasizes how libraries, traditionally seen as passive repositories of information, can transition into active agents of change by utilizing desktop publishing tools to produce newsletters, brochures, e-books, and community resources. These services not only increase the visibility and relevance of libraries in the digital age but also provide avenues for income generation, job creation, and capacity building within communities.

The research also identifies gaps in training and resources that may hinder adoption, proposing practical strategies to overcome these barriers. Ultimately, the study reinforces the potential of desktop publishing as a strategic tool for entrepreneurial innovation and sustainable development within library systems, especially in developing regions.

Keywords: Desktop Publishing, Libraries, Entrepreneurship, Sustainable Development, Digital Innovation.

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ICT ENTREPRENEURSHIP MANAGEMENT

Nazif Abba Pali[*]

Abstract

This paper titled "ICT entrepreneurship management" focuses on the execution, strategic planning, and growth of technology-driven businesses. It involves leveraging Information and Communication Technologies (ICT) to create innovative solutions and business models that address emerging market needs. Effective management of an ICT enterprise requires a blend of expertise technically and entrepreneurial acumen, ensuring the company remains relevance and competitive in a rapidly evolving digital landscape. Key aspects include securing funding, identifying business opportunities, developing scalable business models and managing technological resources. Successful ICT entrepreneurs must traverse challenges such as technological obsolescence, regulatory changes, and market saturation. Additionally, they must foster a culture of adaptability and innovation, enabling their ventures to pivot and thrive amidst disruption. The role of ICT entrepreneurship management also emphasizes the importance of collaboration, networking, and leadership in building high-performing teams and creating sustainable businesses.

With the increasing digitization of global economies, the importance of effective ICT entrepreneurship management continues to grow, offering immense potential for innovation and economic development.

Key words: ICT, Entrepreneurship, Management, Funding and Regulatory Changes.

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ENTREPRENEURSHIP EDUCATION AND BUSINESS DEVELOPMENT (A FOCUS ON SELECTED ENTREPRISES IN UROMI METROPOLIS, EDO STATE)

Agbonkhese Ason Kingsley[*]

ABSTRACT

Entrepreneurship has been seen as an engine of economic development for its ability to create innovative and resilient individuals that focused in starting and growing new businesses to fruition. The dwindling rate of business development in Nigeria is a source of concern for national development. The study assessed the relationship between entrepreneurship education and business development. Based on survey design, three hundred and nine respondents were selected from the small-scale entrepreneurs in Uromi metropolis. Data were collected through questionnaire and analyzed with descriptive statistics. The hypotheses were tested with Spearman's rank correlation. The findings of the study include that there is a positive and significant relationship between entrepreneurial knowledge and successful business start-up; the availability of entrepreneurial skills have positive and significant effect on business growth. The study concluded that entrepreneurship education is a driver and panacea for enduring business development. The study therefore recommended as follows that government and stakeholders should advocate education at all levels to be entrepreneurship oriented to enhance business development; government should provide motivational incentives and encouragement to small scale business.

Keywords: Entrepreneurship, education, business, development and economic

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IMPACT OF ENTREPRENEURIAL INNOVATION AND CREATIVITY ON SMALL AND MEDIUM ENTERPRISES PERFORMANCE IN NIGERIA

Adah Godwin Ichukwu[*]

Abstract

The study evaluated the influence of innovative ability on business sustainability, creative thinking on business expansion of SMEs, and influence of technological advancement on business sustainability of SMEs in Nigeria. The study sample comprised of 392 SMEs in Benue State, Nigeria. Questionnaire was used to gather data necessary for the study. Regression analysis was used to analyze the data. Findings showed that innovative ability has positive significant influence on business sustainability, there is significant effect of creativity thinking on business expansion. The study concluded that entrepreneurial innovation and creativity has significant impact on Small and Medium Enterprises performance in Nigeria.

Keywords: Creativity, innovation, Entrepreneurship, sustainability, SMEs

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ENTREPRENEURIAL STRATEGIES IN THE DIGITAL ECONOMY: HARNESSING ICT FOR SUSTAINABLE GROWTH IN NIGERIA AND AFRICA

Henry Eromonsele Oriakhi[*]

Abstract

The digital economy is revolutionizing entrepreneurship, offering unprecedented opportunities for business growth, innovation, and economic development. This paper examines entrepreneurial strategies that leverage Information and Communication Technology (ICT) for sustainable growth in Nigeria and Africa. It explores the role of digital ransformation, emerging technologies, policy frameworks, and the challenges faced by entrepreneurs in a rapidly evolving digital landscape. The study highlights key ICT-driven business models, including e-commerce, fintech, agritech, edtech, and healthtech, which are reshaping economic participation. Additionally, it addresses the role of government regulations, digital infrastructure, and financial accessibility in enabling or constraining entrepreneurial success in the digital economy.

Despite significant growth in digital entrepreneurship, challenges such as limited broadband penetration, cybersecurity risks, and regulatory hurdles persist. The study analyzes best practices and case studies from across Africa to identify effective strategies for overcoming these barriers. It also emphasizes the need for a robust policy environment, increased public-private partnerships, and targeted capacity-building initiatives to enhance the digital entrepreneurial ecosystem.

This paper provides actionable recommendations for fostering ICT-driven entrepreneurship, ensuring that digital transformation leads to inclusive and sustainable economic development.

By examining both opportunities and challenges, the study contributes to a comprehensive understanding of how ICT can be leveraged for entrepreneurial success in Nigeria and Africa.

Keywords: Digital Economy, ICT, Entrepreneurship, Sustainable Growth, Innovation

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THE ROLE OF ENTREPRENEURSHIP IN ECONOMIC RESILIENCE AND JOB CREATION IN THE NIGERIAN ECONOMY

Emmanuel, Adah John[*]

Abstract.

Entrepreneurship has emerged as a crucial driver of economic resilience, helping economies to withstand shocks and bounce back from economic crises. In Nigeria, by fostering innovation, creating jobs, and diversifying economic activities, it is now seen as the backbone of our economy since entrepreneurial ventures significantly enhances the nation's ability to adapt and recover.

However, despite Nigeria's focus on entrepreneurship as a solution to unemployment and economic instability, many businesses still struggle to survive due to systemic challenges. This paper seeks to investigate how entrepreneurship contributes to Nigeria's economic resilience and job creation, while identifying the major obstacles entrepreneurs encounter. A qualitative approach, comprising a review of relevant policy documents relating to economic development and data gathered from in-depth semi-structured interviews were employed. The result shows that entrepreneurship is the catalyst for sustainable economic resilience and growth through job creation. However, to enhance the culture of entrepreneurial advancement and promote entrepreneurship amongst the citizenry, governments and relevant institutions must pursue functional policy objectives in this direction. Therefore, to create high-income generating job opportunities and promote economic sustainability through entrepreneurship, government must provide a more business -friendly environment capable of encouraging innovation and creativity.

Keywords: Entrepreneurship, Economic Resilience, Job creation, innovation.

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THE INFLUENCE OF PSYCHOLOGICAL FACTORS AS PREDICTORS OF ENTREPRENEURIAL SUCCESS FOR POVERTY REDUCTION

Ogboji John, PhD[*]

Abstract

Entrepreneurship is a cognitive process of psychological dimensions, so understanding the phenomenon is important to justify the entrepreneurial intention for decision-making process. This research provides a guideline on psychological factors having influence on entrepreneurial success. Human action is an outcome of his cognitive factors, his psychological attributes and intentions. Economic, social, cultural and other factors are responsible for new venture creation. Psychological factors play a crucial role in entrepreneurial success. The major psychological dimensions associated with entrepreneurship process are need for achievement, locus of control, risk-propensity, self-efficacy, tolerance for ambiguity, innovativeness, independence and autonomy and optimism. The study adopted the descriptive research design through a cross sectional strategy. Structured questionnaires were administered to the respondents. Responses was coded and analyzed through descriptive statistics and with the tools of statistical Package for the Social Sciences (SPSS). Relying on a sample size of 200 entrepreneurs in Nigeria, the study provides further awareness and understanding of the interrelationship between psychological traits and entrepreneurial success.

Keywords: Entrepreneurship, Entrepreneurial Success, Psychological Characteristics, Poverty Reduction

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EMPOWERING NIGERIA YOUTH WITH ENTREPRENEURIAL AND DIGITAL COMPETENCE FOR SUSTAINABLE FUTURE

OGUNRUKU Festus Boluwatife*

Abstract

Nigeria is home to one of the largest youth populations globally, with over 60% under the age of 25. However, the nation struggles with alarming unemployment rates, currently hovering at over 33% for youths. Entrepreneurship and digital competence have emerged as pivotal tools for addressing these challenges. This paper aims to dissect the intricate relationship between youth empowerment, skill-building, innovation, job-creation and economic sustainability in Nigeria.

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INTERNAL MARKETING AND ORGANIZATIONAL CITIZENSHIP BEHAVIOUR (OCB) AMONG ACADEMIC STAFF OF BENUE STATE POLYTECHNIC, UGBOKOLO.

Adoyi Janet (PhD)*

Abstract

This study explores the relationship between internal marketing practices and organizational citizenship behaviour (OCB) among academic staff at Benue State Polytechnic, Ugbokolo, Nigeria. Internal marketing - treating employees as internal customers and addressing their needs - has become a vital strategy for enhancing employee commitment and discretionary behaviours that support organizational success. In academic institutions, where effectiveness often hinges on staff dedication, fostering OCB is especially important. The research examines key dimensions of internal marketing - such as communication effectiveness, leadership empathy, training opportunities, and work-life balance - and their influence on the propensity of academic staff to demonstrate OCB. Data will be collected using a structured questionnaire administered to selected academic staff, with descriptive and inferential statistics employed for analysis. Expected findings will shed light on how internal marketing can boost job satisfaction, engagement, and voluntary contributions that enhance institutional performance. The study aims to offer practical recommendations for education sector administrators and policymakers, emphasizing the need to align internal marketing strategies with institutional goals. Ultimately, this research contributes to the broader discourse on employee engagement and organizational efficiency, with specific relevance to the Nigerian higher education context.

Keywords: Internal Marketing, Organizational Citizenship Behavior, Academic Staff, Benue State Polytechnic, Employee Engagement.

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THE EFFECT OF ACCOUNTING KNOWLEDGE IN THE GROWTH OF INDIGENOUS ENTERPRISES IN BENUE STATE, NIGERIA

Dr. Onuh Jonathan Echobu[*]

Abstract

This study investigates the effect of accounting knowledge on the growth of indigenous enterprises in Benue State, Nigeria. With the increasing recognition of small and medium-scale enterprises (SMEs) as engines of economic development, the need for sound financial management practices becomes crucial. The study adopted a quantitative research design, utilizing a structured questionnaire to gather data from a population of 230 indigenous entrepreneurs across various sectors in the state. Multiple regression analysis was employed to examine the relationship between accounting knowledge—measured in terms of budgeting, record keeping, financial reporting, and cost control—and enterprise growth indicators such as profit increase, market expansion, and operational sustainability. The results revealed a statistically significant positive impact of accounting knowledge on the growth of indigenous enterprises. Specifically, budgeting and financial reporting showed the strongest predictive power for business expansion and profitability. The study concludes that enhanced accounting literacy among indigenous entrepreneurs contributes substantially to enterprise development. It recommends targeted training and support programs to improve financial competence and decision-making skills. These findings hold practical implications for policy makers, business development agencies, and educational institutions aiming to empower local entrepreneurs and stimulate regional economic growth.

Keywords: Accounting knowledge, Indigenous enterprises, Enterprise growth, Financial literacy, Benue State

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IMPACT OF ENTREPRENEURIAL INNOVATION AND CREATIVITY ON SMALL AND MEDIUM ENTERPRISES PERFORMANCE IN NIGERIA

Adah Godwin Ichukwu (Ph.D.)[*]

Abstract

The study evaluated the influence of innovative ability on business sustainability, creative thinking on business expansion of SMEs, and influence of technological advancement on business sustainability of SMEs in Nigeria. The study sample comprised of 392 SMEs in Benue State, Nigeria. Questionnaire was used to gather data necessary for the study. Regression analysis was used to analyze the data. Findings showed that innovative ability has positive significant influence on business sustainability, there is significant effect of creativity thinking on business expansion. The study concluded that entrepreneurial innovation and creativity has significant impact on Small and Medium Enterprises performance in Nigeria.

Keywords: Creativity, innovation, Entrepreneurship, sustainability, SMEs

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EXTENT OF ADOPTION OF PRODUCT HANDLING PRACTICES AS A NON-PRICE COMPETITION MARKETING STRATEGY BY SMALL SCALE BEER ENTERPRENEURIAL OUTFITS IN BENUE STATE, NIGERIA

Dr. Abah Joseph Khegh[*]

Abstract

The major purpose of this study was to determine product handling practices as a non-price competition marketing strategy by small scale beer entrepreneurial outfits in Benue State, Nigeria. Two research questions and hypotheses were raised and formulated respectively for this study. The study adopted a survey research design. Population for this study was made up of 73 distributing agents, 85 male beer entrepreneurs and 106 female beer entrepreneurs from the study area. No sample as the whole population was used. A five-point Likert scale made up of 29 structured questionnaires was used to collect data. Mean score and standard deviation were employed to answer research questions while Analysis of Variance (ANOVA) was used to test the null hypotheses at 0.05 level of significance. Major findings of the study agreed that most of the practices determined were adoptable. This is in line with the opinion of Cespedes (2002) who stressed the importance of correct product handling by dealers to reduce damages, spoilages and breakages. Based on the data collected and analyzed, it was concluded that (i) product handling practices when adopted as a non-price competition marketing strategy would reduce costs associated with constant cutting of prices as goods remain intact and safe for consumption. Based on the findings of this study and conclusions drawn it was recommended that dealers of beer products should ensure that they are properly handled so that the product remains safe and clean for consumption.

Keywords: Product, Questionnaire, Entrepreneurial, Marketing, Beer

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HYDROXYAPATITE POWDER FROM WASTE POULTRY EGG-SHELLS FOR BIOMEDICAL APPLICATIONS

Abdullah S. Ibrahim[*], ABdulsalam A. Khadijat[†] & Sulyman A. Rofiat[‡]

Abstract

The synthesized calcium phosphate compounds such as hydroxyapatite (HAp) have generated a great deal of interest because of their wide array of medical applications in orthopedics, plastic and dental surgery. With several million tons of egg-shells generated as bio-waste across Africa and in very greater part of the world; therefore, for conversion of these waste-to-wealth, this study examines the prospect of HAp powder, successfully prepared using calcined waste poultry egg-shells as a calcium precursor via chemical precipitation method by phosphoric acid as a phosphorous source. At optimal conditions, the pure HAp crystal produced with safe Acute and Sub-chronic toxicity tests gave Ca/P ratio of 1.66 (against conventional Ca/P ratio of 1.67) was well characterized for use in defined oral and orthopaedic treatments. This high-grade product (98.1% purity) is relatively cheaper as compared to the industrially available HAp powder produced through energy intensive thermal process, found exchanged between $538/kg to $695/kg at the international market. Hence, this work if fully scaled-up would add value to the development of biomedical science and technology, boosting the country's economic drives in the health sector.

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THE IMPACT OF ARTIFICIAL INTELLIGENCE ON ENTREPRENEURIAL DECISION-MAKING

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Abstract

This paper explores the role of artificial intelligence (AI) in enhancing entrepreneurial decision making in the 21 st century. The impact of AI in this era cannot be over emphasized, as entrepreneurs face unprecedented challenges and opportunities. AI is transforming various sectors, with entrepreneurial decision-making emerging as a critical area of application. This study explores how AI is reshaping organizational structure, decision making processes, workforce dynamics, and strategic growth. AI driven tools, such as machine language, natural language processing and predictive analytics, enable organizations to enhance efficiency, optimize workflows, increase productivity, and foster innovation. A survey was conducted using both online and offline questionnaires to collect data from employees, managers, and customers, capturing AI usage and its impact on productivity, decision-making, and satisfaction. Thematic analysis of qualitative data was performed to identify key trends and challenges, while statistical evaluation of survey results assessed AI's influence on productivity, decision-making, and employee satisfaction. Findings reveal that AI-driven analytics provide real-time insights, improving the accuracy and speed of strategic decisions and enhancing operational efficiency. This study underscores the significance of AI in organizational development by automating routine tasks and generating actionable insights from big data. AI empowers leaders to make informed decisions and anticipate future trends.

Moreso, AI facilitates personalized employee experiences through adaptive learning platforms and advanced HR analytics, driving engagement and retention. However, the integration of AI also presents challenges, including ethical considerations, workforce displacement, data security and the need for continuous upskilling. This paper emphasizes that by strategically leveraging AI, entrepreneurs

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can position themselves as adaptive and competitive entities in the dynamic landscape of the 21st century.

Keywords: Artificial Intelligence, Entrepreneur, Decision-Making, Organizational Development.

EFFECT OF INNOVATION AND CREATIVITY IN ENTREPRENEURSHIP MANAGEMENT

Mr. Jacob Tor Nongomin[*] & Dr. Sunday Ihembe (Ph.D)[†]

Abstract

The main objective of this paper is to investigate the relationship between innovation and creativity in entrepreneurship management. The study took a deep insight of several pieces of works of literature on innovation and creativity in entrepreneurship management stemming from Joseph Schumpeter's perspectives, theory, and research on innovation and entrepreneurship development. The study also aims at establishing an argument and support for the policy in the entrepreneurial sector to enable sustenance and ease the failure of most enterprises due to the inability of entrepreneurs to inject innovative practices into their businesses to reduce the collapse of businesses. This will eventually help the country reap its economic benefit. Therefore, this is an area of research interest for policy formation by focusing on its impact on entrepreneurship management and development. The most significant variables in this research are technological advancement and strategy. The findings of this research are quite different from the influential factors. The two significant variables are considered as major factors or requirements for innovation and the success of a country's entrepreneurship management and development. Having established this fact is a call on policy support and frame- work-specific to any country which is striving to achieve economic success. Interestingly, the matrix analysis established a strong relationship between creative thinking and innovative ability, as well as technological advancement although was negatively estimated on entrepreneurship management and development. This indicates that technological advancement is support for creativity and innovation. However, its direct effect on entrepreneurship development was not significantly estimated. This can further be investigated to ascertain reality. Therefore, this is a call on policy support and framework to any other country which is striving to achieve economic success.

Keywords: Innovation, Creativity, Entrepreneurship Management, Technological Advancement and Strategy.

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THE ROLE OF GOVERNMENT AND FINANCIAL INSTITUTIONS IN THE DEVELOPMENT OF SMALL AND MEDIUM SCALE ENTERPRISES IN NIGERIA (A CASE STUDY OF BENUE STATE)

Elaigwu Samuel Ochefije[*]

Abstract

Small and Medium Scale Enterprises constitute essential ingredients in the lubrication and development of any economy. In Nigeria, the story makes no remarkable differences as Small and Medium Scale Enterprises dominate the economy.

Government over the years has formulated a number of policies aimed at developing Small and Medium Scale Enterprises. While most policies actually failed due to poor implementation, others however, succeeded. This shows that if commitment is demonstrated by the government and the financial institutions more success will be achieved in the development of Nigerian economy. It is therefore the thrust of this paper to identify the role of government and other financial institutions particularly micro finances institutions in the development of small and medium scale enterprises in Nigeria. Relevant literatures were reviewed to bring out salient issues on the subject matter of this paper. The methodology used for this write up is secondary method of data collection. It was discovered that financial institutions provide the necessary financial lubricant that facilitate the development of Small and Medium Scale Enterprises, but, a lot still need to be done by the government in terms of policy formulation in order to complement the efforts of financial institutions. This paper suggests among others, the establishment of more microfinance institutions, cooperative societies and better government policies to serve the grass root financial needs, sensitization of the general public on how to access funds for SMEs development, public private partnership should also be encouraged, the financial muscle of the financial institutions must be geared up to meet the financial need of SMEs in their respective locality.

Keywords: Small and Medium Scale Enterprises, Entrepreneurship, Financial Institutions Economic Development, Banking Sector, Facility.

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MATHEMATICAL MODELLING EDUCATION: A VERITABLE TOOL FOR ENTREPRENEURIAL MANAGEMENT IN EMERGING TECHNOLOGICAL ERA

Joseph Ogwuche Adikwu*

Abstract

Mathematical modelling is a valuable tool for entrepreneurial management, as it allows business owners to make informed decisions based on data-driven insights. By creating mathematical models that simulate real-world scenarios, entrepreneurs can analyse various business scenarios, identify potential risks and opportunities, and optimize their operations accordingly.

This paper explores the importance of mathematical modelling education in entrepreneurial management and highlights the benefits that learners and entrepreneurs can derive from this tool. The Du Pont's model of convergent of deterministic analysis is the reference model for the Mathematical model of the research. Entrepreneurial Mathematical modelling also helps to forecast revenue, expenses, profits and guide in proper resource allocation. The data for this work were collected from small and medium scale enterprises by the use of questionnaire method, documentation and simulation method which gives room for analysis given random factor influences. Data were analysed using developed model and statistical package like SPSS (ANOVA) and F - test as the test statistic. Results at two different significance levels indicated better performance by established enterprises when Mathematical model are employed in decision making. The research proffered recommendations which include but not limited to, Mathematical modelling should be used in business operations to manage risk and cash flow.

Key words: Mathematical model, Management, Entrepreneurship, Education, Data

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PRE-SERVICE TEACHERS KNOWLEDGE, SKILLS, AND ATTITUDES TOWARDS INCLUSIVE SUSTAINABLE DEVELOPMENT IN EDUCATION

SIJUADE, ADENIKE FLORENCE*

Abstract

This study assessed pre-service teacher knowledge, skills and attitude towards inclusive and sustainable development (ISD) in education among students of colleges of education in Oyo State, Nigeria. The study adopted survey research design and was guided by five hypotheses tested at 0.05 level of significance. Respondents were 385 students of colleges of education within Oyo State. They were selected using proportionate-stratified random sampling technique.

Data was collected using Questionnaire on Knowledge, Skill and Attitude towards Inclusive Sustainable Development (QKESAISD) designed and validated by the researcher (r= 0.73).

Data collected was analysed using frequency count, mean and standard, population t-test, independent t-test and analysis of variance (ANOVA). Results shows that compared with the population, the pre-service teachers had high level of knowledge (N = 385, Mean = 12.7, SD =1.45; t = 31.47) and high level of skills (N = 385, Mean = 12.73, SD = 1.13; t = 46.58) for ISDin education. The study found that the respondents had poor attitude towards ISD in education (N = 385, Mean = 8.85, SD = 1.838; t = -64.15). The study also revealed that significant difference in the knowledge of the pre-service year across levels of study (F-ratio (2,381) =285.029; p = .000) with those in the final year showing the best knowledge but no significant difference in attitude across levels of study. The study suggests fostering attitudinal change among pre-service teachers, implementing targeted professional development for sustainability challenges, and consistently integrating sustainable development and inclusive education concepts into teacher education curricula at all levels.

Key Words: Attitude, Inclusive Education, Knowledge, Pre-service Teachers, Skills, Sustainable Development,

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ENTREPRENEURIAL INTELLIGENCE AND ENTREPRENEURIAL ACTIONS AMONG GRADUATES; THE MEDIATING ROLE OF SELF EFFICACY AND EMOTIONAL INTELLIGENCE FOR ECONOMIC DEVELOPMENT

Agokei R. C. (Ph.D)[*]

Abstract

Entrepreneurial intelligence (EI) and entrepreneurial action (EA) and seismic twin that play crucial roles in economic development and poverty alleviation. However, the success of entrepreneurial endeavors often depends on intrinsic psychological factors, which are often underestimated. A dearth of studies exists with regard on how certain key entrepreneurial skills as self believe, regulating, managing and cultivating emotions or ways of the mind could influence entrepreneurialship. This study investigated the possible mediating role of self-efficacy and emotional intelligence in the relationship between entrepreneurial intelligence and entrepreneurial actions among graduates. Using the expost facto design, four hundred (400)hundred graduates with the National Youth Service Corp deployed to serve in Ondo state were selected for the study. Four standardized and valid scale were used for data collection. Data was analyzed, using Pearson Product Moment Correlation Path analysis. Two research hypotheses were tested in the study. The result indicated that there were significant relationships among all four variables investigated. While self-efficacy was an effective mediator in the relationship between entrepreneurial intelligence and entrepreneurial action, the effect of emotional intelligence was unexpectedly very low. This study therefore suggests the inclusion and promotion of self-efficacy and emotional intelligence skills in entrepreneurial development programmes targeting graduates from tertiary institutions.

Keywords: Entrepreneurial intelligence, self-efficacy, emotional intelligence, Entrepreneurial action

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THE IMPACT OF EFFECTIVE BUSINESS COMMUNICATION ON ORGANISATIONAL DEVELOPMENT

Odoemenam, Temple Chibueze; Nwopa, Samuel Uchenna, & Okachi, Stephen Tochi

Abstract

Communication, viewed as the process of sending and receiving messages between two people, a person and a group or a group to a group, is considered an essential tool for organizational performances and growth. Effective communication is essential for the provision of the information needed by users to achieve specific goals. This study explores the impact of effective business communication on organizational development and performance, with particular focus on efficiency and profitability. With the use of purposive sampling, the study involved 50 employees of some supermarkets in Uromi, Edo state, for the primary data while the secondary data were gathered from previous journals and books. Conceptualizing communication into horizontal and vertical forms and their effects on employees, findings indicate that effective communication in any business entity has a great influence in employee performance and contributes to organizational development by enhancing employee productivity through verbal communication, providing superior customer service, increasing the effectiveness of information systems, and maximizing employee performance benefits within the organization. Businesses therefore, are encouraged to maintain good flow of information across the organization so as to improve business profitability and employee performances in the long run.

Keywords- Business communication, Development, Effective communication,Employee performance, Horizontal communication, Impact, Organization, vertical Communication

ACCOUNTING ENTREPRENEURSHIP MANAGEMENT FOR SMALL AND MEDIUM ENTERPRISES IN BORNO STATE

Mohammed, Bukar Kauji[*]

Abstract

This study examines accounting entrepreneurship management and its impact on the growth and sustainability of Small and Medium Enterprises (SMEs) in Borno State, Nigeria. SMEs play a crucial role in economic development, yet many struggle with financial management, record-keeping, and strategic decision-making due to inadequate accounting practices. The research explores how effective accounting entrepreneurship—combining accounting skills with entrepreneurial innovation—can enhance business performance, financial transparency, and long-term viability. Using a mixed-method approach (quantitative surveys and qualitative interviews), the study assesses the current accounting practices among SMEs in Borno State, identifies challenges such as poor bookkeeping, limited access to accounting technology, and insufficient financial literacy, and evaluates the role of entrepreneurial accounting strategies in mitigating these issues. The findings aim to provide actionable recommendations for SME owners, policymakers, and accounting professionals to improve financial management and foster business growth in a post-conflict economy.

Keywords: Accounting Entrepreneurship, Small and Medium Enterprises (SMEs), Financial

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MANAGEMENT, BUSINESS SUSTAINABILITY, RECORD-KEEPING, FINANCIAL LITERACY. PREVALENCE AND MORTALITY RATE OF PNEUMONIA INFECTION ON UNDER- FIVE CHILDREN IN ADAMAWA STATE, NIGERIA.

Hamidu Umaru Waniyos[*]

Abstract:

Pneumonia is the most common infectious cause of death in children accounting for 16% of all deaths of under-five worldwide and it is most prevalent in South Asia and Sub-Saharan Africa (WHO, 2019). The leading risk factors that contribute to pneumonia incidence are lack of exclusive breastfeeding, under-nutrition, indoor air pollution, low birth weight, overcrowding lack of immunization and comorbid conditions (Kiconco, et al. 2021).

Globally, Pneumonia claimed the lives of more than 800,000 under-five children in 2018 with one child every 39 seconds. Nigerian children made up the highest number of those who died, with an estimated 162,000 deaths in 2018 (Geoffrey, 2019). This study used Ex Post facto design with retrospective data between 2001 - 2022 obtained from Primary Health Care Development Agency in Adamawa State. The study revealed that the prevalence rate for the pneumonia disease fluctuated throughout the study period. However, there was a drastically and huge decreased in the prevalence rate from 6,110 to 517 cases per 100,000 childbirths in 2015 to 2016. It then sharply increased from 517 to 6,393 cases per 100,000 childbirths in 2016 to 2017. Within the timeframe, the study also revealed that pneumonia infection did not registered any mortality rate in 2019 and 2022. However, the infection reached its maximum mortality rate in 2018 with 17 deaths per 1,000 childbirths in the study area. The results from this research will serve as a spring board for policy formulation and implementation of Government/NGOs/Community Health Programmes in Adamawa State Nigeria.

Keywords: Pneumonia, Prevalence rate, Under-Five, Mortality rate and Childbirths.

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ECONOMIC ANALYSIS OF SMALL-SCALE RICE PROCESSING BY WOMEN IN YOLA SOUTH LOCAL GOVERNMENT AREA OF ADAMAWA STATE, NIGERIA

Shuwa, Salamatu Ali*

Abstract

This study analyzed the economics of small-scale rice processing by women in Yola South Local Government Area of Adamawa State, Nigeria. Specifically, the socio-economic characteristics of the women rice processors were described, the profitability of rice processing by the women processors was determined, factors influencing profit from rice processing were determined and the constraints associated with rice processing were identified. Primary data were collected from 173 respondents who were sampled using multistage; purposive and snowball sampling.

Descriptive statistics and multiple regression analysis were employed to analyze the data. The results revealed that 39.31% of the respondents were within the age range of 30–45 years with a mean age of 16 (min) and 70 (max), 78.61% were married, had secondary education (36.52%) with a household size of 6-10 individuals. 82.08% of the respondents do not belong to any association, 95.38% do not have access to credit, and a majority (84.64%) were into rice processing as a primary occupation.

The cost and return analysis revealed that the total variable cost incurred by the women processors per month was N508.3194. with the cost of paddy rice constituting 52.08% of the total variable cost. The total revenue from rice processing was N105.61and return on capital investment was 1.21. The factors that influenced the profitability of rice processing were age (p□0.05), educational qualifications (p□0.05), membership of association (p□0.05), and purchase cost (p□0.01). The major constraints faced by the respondents were lack of awareness, price fluctuation, high cost of paddy rice, and poor access to credit among others. A few recommendations among others include women rice processors should form local group memberships to have a sound voice that will effectively champion their cause to have better access to processing inputs and credits, then policies should tilt towards the provision of incentives for better processing techniques.

Keywords: Economic, Entrepreneurship, Small Scale, Rice

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INFLUENCE OF PLANT AND ANIMAL MANURES ON SOIL CHEMICAL PROPERTIES AN YIELD OF TOMATO (LYCOPERSICUM ESCULENTUM)

Maryam Abdullahi[*]

Abstract

Low nutrient status of tropical soils requires external sources of nutrients for sustainable cropping, Field experiments were conducted in 2022 and 2023 cropping seasons at the Teaching and Research Farm, School of Agricultural Technology, Modibbo Adama University, Yola North East Nigeria to evaluate the effect of plant and animal manure on soil chemical properties and yield of tomato. Treatments used were: poultry manure (PM),

Tithonia diversifolia composted with poultry manure (CP), Fresh Tithonia diversifolia (GM),Neem organo compound Fertilizer (NF), Sunshine organo- mineral Fertilizer at the rate of 10 t/ha, N-P-K 20-10-10 (CF) at the rate of 120 Kg N/ha and control (C). Ramdomized Complete Block Design was used with four replicates. The test crop was tomato (Lycopersicum esculentus) Parameters evaluated were: plant height, stem girth, number of leaves, yield and uptake of nitrogen phosphorus and potassium. Post- planting soil samples were analyzed for nitrogen, phosphorus, potassium, PH, organic matter, calcium and potassium. Data were analyzed using the analysis of variance. Results showed that neem organo compound Fertilizer significantly increased tomato height and number of leaves compared to the control while tomato stem girth was improved by the application of OMF and NF. Tomato yield was increased by OMF application and OMF, NF and CP improved the uptake of nitrogen, phosphorus and potassium while all organic based Fertilizers improved soil properties.

Keywords: Sustainable, Neem Organo Compound Fertilizers, Sunshine Organo Mineral Fertilizer, Composted Manure.

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PERCEIVED SUPPORT: EXAMINING THE ROLE OF ACADEMIC INSTITUTIONS IN FOSTERING ENTREPRENEURIAL INTENTIONS AMONG STUDENTS

Folorunsho Kudirat Olayiwonuola*

Abstract

There has been a tremendous amount of research on the factors influencing entrepreneurial intentions, particularly the role of perceived support in shaping undergraduate students' aspirations and fostering an entrepreneurial mindset. According to the literature, there seems to be a widespread desire for entrepreneurship; however, aspiring students often lack the necessary skills and determination to pursue it effectively. In Nigeria, entrepreneurial activity will remain a cornerstone of economic development, with academic institutions expected to play a significant role in shaping students' entrepreneurial aspirations.

This study will explore the concept of perceived support—focusing primarily on institutional, and academic dimension—and its impact on fostering entrepreneurial intentions among students. Using a quantitative approach and drawing on the Theory of Planned Behaviour (TPB), the study will examine how students' perceptions of support influence key antecedents of entrepreneurial intention, including attitudes toward entrepreneurship, perceived behavioural control, and subjective norms. Data will be collected using a structured questionnaire divided into three sections: demographics, perceived support (institutional, social, and infrastructural), and entrepreneurial intentions, based on the Theory of Planned Behaviour (TPB). The study will target undergraduate and postgraduate students across academic institutions in Ibadan Metropolis, ensuring diverse academic backgrounds. A stratified random sampling method will be used to select participants from various faculties and departments. The questionnaire will be distributed both physically and electronically to enhance participation. A pilot test with 30 students will ensure the instrument's clarity and reliability, with necessary adjustments made based on feedback. Data collection will involve 250 students, aiming for 200 completed responses (an 80% response rate). Statistical software will be used to analyse the data, focusing on the relationships between perceived support and entrepreneurial intentions.

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The findings will provide valuable insights into how perceived support—encompassing institutional, social, and infrastructural dimensions—impacts the development of entrepreneurial intentions among students, offering actionable recommendations for academic institutions to enhance their support systems and foster an entrepreneurial culture.

Keywords: Perceived Support, Entrepreneurial Intentions, Academic Institutions, Entrepreneurial Education, Theory of Planned Behaviors

MARKET SURVEY AS A PREREQUISITE IN THE PREPARATION OF BILL OF QUANTITIES FOR SUSTAINABLE COST EFFECTIVENESS FOR ECONOMIC DEVELOPMENT

Sadiq Haruna[*] and Abiodun Blessing[†]

Abstract

Accurate cost estimation is essential for successful construction project delivery. Market survey is a critical aspect of cost estimation, providing essential data for preparing Bill of Quantities (BOQs).

Sustainable cost effectiveness refers to the evaluation of the relative expenditure and outcomes of different courses of action, with a focus on achieving maximum benefits while minimizing costs and environmental impact.

This study examines the importance of market survey in the preparation of BOQs, identifies challenges associated with conducting market surveys, examines the impact of market surveys on project outcomes and also examine how market survey as a prerequisite in the preparation of Bill of quantities leads to sustainable cost effectiveness for economic development. A mixed-methods approach was adopted, combining questionnaire surveys and case study analysis. The findings highlight the significance of market surveys in ensuring accurate cost estimation and effective project planning. However, challenges such as lack of reliable data sources, insufficient time and resources, and difficulty in accessing accurate market information were identified. The study results have implications for construction professionals, emphasizing the need for improved market survey practices to enhance project outcomes.

The results show that market surveys are not always conducted regularly, and there are challenges

associated with conducting them. However, the benefits of market surveys, including improved accuracy in cost estimation which in turn leads to reduced risk of cost overruns, are clear. The case study analysis demonstrates the positive impact of market surveys on project outcomes.

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To overcome market research challenges associated with inconsistent data, organizations should establish a standardized approach to data collection and analysis. This includes ensuring uniformity in methodologies and regularly updating sources to maintain relevance.

By leading to accurate cost estimation, efficient resource allocation, enhanced project planning, increased transparency and accountability, and economic development benefits, market survey as a prerequisite in the preparation of BOQ is essential for achieving sustainable cost effectiveness for economic development.

Keywords: Bill of Quantities, Market survey/ research, cost estimation, Quantity Surveyor, sustainable cost effectiveness.

PHYSICOCHEMICAL PROPERTIES AND POLYCYCLIC AROMATIC HYDROCARBONS LOAD IN SOIL AROUND OUTSKIRT OF MAKURDI, NIGERIA

Ogbodo Juliana Onywowoicho[*]

Abstract

Polycyclic aromatic hydrocarbons (PAHs) are a group of organic compounds formed during the incomplete combustion of organic materials. PAHs were investigated in soils of five villages outskirts of Makurdi, known for burnt bricks production (geographical coordinates latitude 7.723o N – 7.819o N and longitude 8.663o E – 8.905o E, 1-3 km). The soil physicochemical parameters were determined. Some PAHs were identified and quantified using GC-MS, showing the presence of naphthalene, fluorene, 1-methyl- and 2metlyl naphthalene, acenaphthene benzo[a]anthracene, benzo[b]fluoranthene, Benzo[a]pyrene, phenanthrene, fluoranthene and pyrene in the soil samples of all the five sites considered. Concentrations of PAHs ranged from 0.011 to 60.00 ppb across all sites. The obtained concentrations of PAHs were significantly (p<0.05) higher than the threshold limits for a rural and agricultural environment set by USA and Canadian regulations. while traditional methods for producing fired clay products remain popular among many communities, due caution must be taken due to their potential impacts on local environments whilst still allowing people access to necessary construction materials without compromising public health standards as long-term effects may be associated with increased concentrations of PAHs present within affected soils from continued usage.

Keywords-PAHs, Burnt bricks, physicochemical properties, Soil, combustion.

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PRINTING AND PUBLISHING ENTREPRENEURSHIP AND INFORMATION MANAGEMENT: THE INTERSECTIONS AND ROLES OF LIBRARIES IN PUBLISHING ENTREPRENEURSHIP

Odeh, Alice Ogwo[*]

Abstract

Over the years, publishing industry and library and information dissemination has witnessed significant transformational changes. Publishing deals with the process of creating and disseminating contents, while printing refers to production of books and other printed materials. Technological advancements, the emergence of digital media and changing consumer preferences impact on printing and publishing entrepreneurship. There has been advancements in information management in libraries in response to changes in information access, technological innovation and demand for digital materials. Noteworthy, printing and publishing entrepreneurship and information management in libraries seem discrete, but are entangled in distribution of knowledge and information. This paper examines the intersection of printing and publishing entrepreneurship with library and information management. It highlights overview of printing and publishing entrepreneurship, library and information management and the relationship between printing and publishing and library and information management. Recommendations on sustainable and best library and information management and publishing entrepreneurship practices were proffered.

Keywords: Printing, Publishing, Entrepreneurship, library and information management

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DEVELOPMENT OF AN ENHANCED PREDICTIVE MODEL FOR CLASSIFYING STUDENTS' ACADEMIC PERFORMANCE.

Audu-War Samuel Ochai*

Abstract

The proposed research aims to model an Enhanced Predictive Model for Classifying Students' Academic Performance and shows that students' data that are available to higher educational institutes can be used to predict the academic performance of students enrolled for various courses using educational data mining techniques. Academic performance of student isn't a result of only one deciding factor. Predicting students' academic performance with a high rate of accuracy enhances educational services at the higher institution. The reliability of the model can help the institution to know the academic status of students in advance and identify students who have higher chances of failing so that appropriate action can be taken such as advising students and providing remedy on time and encouraging bright students. Students academics is enhanced and thereby reducing drop out and depression rates. The methodology adapted is the Object Oriented Analysis and Design Methodology (OOADM) and Knowledge Discovery in Database (KDD) were adopted in this research. This research combines Classifiers to improve the accuracy, being simpler yet powerful algorithms by using a hybrid system will be used to compare the two single classifiers- Naïve Bayes and KNN to find the more efficient data mining classifier.

Keywords: Educational Data Mining (EDM), Predictive modelling, Differential Students' Performance, Machine Learning Algorithms.

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MARKET SURVEY AS A CRITICAL ASPECT IN THE PREPARATION OF BILL OF QUANTITIES

Sadiq Haruna[*] & Blessing Abiodun[†]

Abstract

Accurate cost estimation is essential for successful construction project delivery. Market survey is a critical aspect of cost estimation, providing essential data for preparing Bill of Quantities (BOQs).

This study examines the importance of market survey in the preparation of BOQs, identifies challenges associated with conducting market surveys, and examines the impact of market surveys on project outcomes. A mixed-methods approach was adopted, combining questionnaire surveys and case study analysis. The findings highlight the significance of market surveys in ensuring accurate cost estimation and effective project planning. However, challenges such as lack of reliable data sources, insufficient time and resources, and difficulty in accessing accurate market information were identified. The study results have implications for construction professionals, emphasizing the need for improved market survey practices to enhance project outcomes.

The results show that market surveys are not always conducted regularly, and there are challenges associated with conducting them. However, the benefits of market surveys, including improved accuracy in cost estimation which in turn leads to reduced risk of cost overruns, are clear. The case study analysis demonstrates the positive impact of market surveys on project outcomes.

To overcome market research challenges associated with inconsistent data, organizations should establish a standardized approach to data collection and analysis. This includes ensuring uniformity in methodologies and regularly updating sources to maintain relevance.

Keywords: Bill of Quantities, Market survey/ research, cost estimation, Quantity Surveyor.

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ENTREPRENEURIAL FINANCE MANAGEMENT AND ECONOMIC GROWTH IN NIGERIA: 2008-2024

Dr. Edoka, Reuben Ogbaje[*]

Abstract

Entrepreneurial finance management plays a crucial role in fostering economic growth in Nigeria by ensuring efficient capital allocation, financial planning, and investment strategies for small and medium enterprises (SMEs). Effective financial management enhances business sustainability, promotes job creation, and drives innovation, which collectively contribute to economic expansion. In Nigeria, access to finance remains a major challenge for entrepreneurs due to high interest rates, limited credit facilities, and inadequate financial literacy. Government policies, financial institutions, and venture capital play a significant role in addressing these challenges. This study examines the nexus between entrepreneurial finance management and economic growth in Nigeria, focusing on financial literacy, access to credit, and investment decisions. The study employs a mixed-method approach, combining quantitative and qualitative techniques. Primary data will be collected through structured questionnaires distributed to entrepreneurs and financial institutions, while secondary data will be sourced from the Central Bank of Nigeria (CBN). The Ordinary Least Squares (OLS) regression model will be used to analyze the impact of financial management on economic growth. The findings will provide insights into policy recommendations for improving financial management practices among entrepreneurs.

Keywords: Entrepreneurial finance, financial management, SMEs, economic growth, Nigeria, financial literacy, access to credit.

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FOSTERING ENTREPRENEURSHIP IN ALUMINIUM FABRICATION AMONG INDUSTRIAL TECHNOLOGY EDUCATION STUDENTS IN NIGERIA

Olakotan, Olusegun Olawale (Ph.D)[*]

Abstract

Entrepreneurship in aluminium fabrication holds significant potential for economic development, job creation, and industrial growth in Nigeria. With the increasing demand for aluminium products in construction, automotive, and manufacturing industries, there is a growing need to equip industrial technology education students with the skills and knowledge required to explore entrepreneurial opportunities in this sector. This study examines the role of industrial technology education in fostering entrepreneurship in aluminium fabrication among students, emphasizing its impact on self-reliance, employment generation, and sustainable industrial development. The paper explores the current state of technical education in Nigeria, identifying gaps in practical training, access to modern fabrication tools, and entrepreneurial mindset development. It highlights the importance of integrating hands-on training, business development strategies, and innovation into technical curricula to empower students with both technical and entrepreneurial competencies. Additionally, the study discusses the challenges hindering entrepreneurship in aluminium fabrication, including inadequate funding, limited exposure to advanced fabrication techniques, and lack of mentorship programs. To address these challenges, the study suggests strategies such as government and private sector collaborations, access to start-up funding, establishment of incubation centers, and inclusion of entrepreneurship courses in technical education programs. By implementing these strategies, industrial technology education institutions can bridge the gap between theoretical knowledge and practical business applications, preparing students to launch and sustain successful aluminium fabrication enterprises. In conclusion, fostering entrepreneurship in aluminium fabrication among technical education students in Nigeria is crucial for national development. By equipping students with technical skills, business knowledge, and innovative thinking, they can become job creators rather than job seekers, contributing to the country's economic growth and industrial advancement.

Keywords: Fostering, Entrepreneurship, Competencies, Technical Education

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THE INFLUENCE OF CUSTOMER ORIENTAION ON SUPPLY CHAIN PEREOMANCE IN DOWNSTREAM PETROLEUM SECTOR: INVESTIGATING THE INTERVENING EFFECTS OF SUPPLIER INTEGRATION AND INNOVATION CAPABILITY

Ekeh, Ojotu Loveday PhD[*]

Abstract

Entrepreneurial innovativeness plays a pivotal role in driving firm performance and sustainable growth particularly in developing economies where economic growth remains a pressing challenge. This study examines the interplay between customer orientation (CO) and supply chain performance (SCP) emphasizing the intervening role of supplier integration(SI) and innovation capability (IC) in the downstream petroleum sector in Nigeria. The study adopted the descriptive research design through a cross sectional strategy. Structured questionnaires were administered to the respondents. Responses was coded and analyzed through descriptive statistics and with the tools of statistical package for the Social Sciences (SPSS). Relying on a sample size of 192 managers of petroleum companies in the downstream sector in Abuja, Nigeria the study found that supplier integration has full mediation on the relationship between customer orientation and supply chain performance. However, innovation capability has no mediating effect on the relationship between customer orientation and supply chain. The study shows that downstream petroleum sector can mitigate possible fuel scarcity through effective integration with their supplier.

Key words: Customer orientation, innovation capability, Supplier integration, supply chain performance, downstream petroleum sector

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RECOMMENDATION ALGORITHMS: RISKS AND IMPLICATIONS FOR SOCIAL MEDIA USERS

Zayyad Isa Sulaiman[*] & Ahmed Buhari[†]

Abstract

Recommendation algorithms have become the backbone of content delivery on social media platforms such as TikTok, Facebook, YouTube, and Instagram. While these algorithms enhance user experience with numerous benefits such as personalizing content, they also pose significant risks. This paper explores the darker side of recommendation algorithms, focusing on their contribution to echo chambers, amplification of misinformation, health concerns and addiction, privacy violations, and exposure to harmful content. It examines the societal and organizational implications, particularly the impact on users mental health, privacy, and critical thinking. The study also discusses the ethical responsibilities of platforms and policy makers in mitigating these negative effects through better algorithmic design, user education, and regulatory oversight. The paper argues for a balanced approach to algorithm development, emphasizing the need for transparency, diversity in content, and user well-being.

Keywords: Recommendation algorithms, social media, user privacy, mental health, echo chambers.

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DIGITAL TRANSFORMATION IN TRADITIONAL RETAIL: EXAMINING THE ROLE OF TECH START-UPS IN REVITALIZING BRICK-AND-MORTAR BUSINESSES

AHMED BUHARI[*], & Zayyad Isa Sulaiman[†]

Abstract

This study explores the modern transformation of traditional retail in light of contemporary business dynamics, highlighting the resurgence of physical stores driven by the Internet revolution. As conventional retail faces the challenges of evolving consumer preferences and intense online competition, the crucial role of IT firms in supporting these businesses during their adaptation process becomes apparent. By drawing insights from extensive case studies, thorough industry assessments, and enlightening expert interviews, the research aims to reveal the collaborative strategies adopted by both emerging startups and established retail channels.

The findings underscore the significance of innovation and collaborative efforts in enhancing customer insights and operational excellence. Employing a mixed-methods approach that combines qualitative insights with quantitative measures, the study underscores the interdependent relationship between startups and retail establishments. It sheds light on their collaborative methods, innovative solutions, and the enduring impact of this partnership in reshaping the retail sector.

Keywords: Traditional Retail, Digital Revolution, Start-ups, IT Companies, and Collaborative Innovation with Customers.

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PREPARATION AND CHARACTERIZATION OF POLYURETHANE COATINGS DERIVED FROM PALM OLEIN/RECYCLED PET POLYOLS FOR METAL SURFACE PROTECTION

Dr Abbas Ahmad Adamu[*]

Abstract

Polyols of palm olein/recycled PET were synthesized by adding recycled PET in different percentages by glycolysis process.

Characterizations of the polyols were done by FTIR and determination of OHV using standard method. Polyurethane coatings were prepared by first dissolving the polyols in solvent mixture of cyclohexanone/THF (80:20) and reacting with stoichiometric amount of 2,4-toluene diisocyanate (TDI) in the presence of a tin catalyst (DBTDL, 0.05 wt.%). The mild steel panels were coated with the PU and cured at a fume hood for 5 days at ambient temperature. To ensure complete curing, the panels were left overnight in an oven at 50 o C. The set films were characterized by FTIR, and physicochemical, thermal and anticorrosion properties. The coatings were found to exhibit good physicochemical, thermal and reasonable anticorrosion properties. Higher amount of recycled PET has resulted into better film properties, which has been proven to enhance the performance of the PU as anticorrosion coatings.

Key words: Palm olein, Polyol, Recycled PET, Polyurethane coating, Anticorrosion.

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ENTREPRENEURIAL ENGINEERING; FROM IDEA TO PRODUCT

Emmanuel Osawaru Omosigho* & Okotie Lucky Edafe†

Abstract

This paper presents the opportunities and benefits of the Engineer as an entrepreneur. The Engineer must have a creative mind and aptitude to convert an idea into a business plan by creating value through new product. In this work, the practical steps and stages that may be followed in entrepreneurial engineering on how to start-off as a beginner or young Engineer and become an inventor of products capable of becoming income-producing businesses for self and other potential investors are carefully explained. Some of the militating questions often in the minds of young Engineers who may want to venture into entrepreneurship are that, 'how do I invent a new idea', 'how do I develop a business plan' etc.

This paper attempt to give practical responses to all of these burning questions. Therefore, the concept of inventing an idea, patent application, business model and business plan development are presented and discussed with practical examples.

This paper concludes presentation by highlighting the roles of entrepreneurial Engineers as assets to a nation's poverty alleviation and national economic development.

Keywords: Entrepreneur, Product, Business model, Business Plan, Patent, Investor.

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A THEORITICAL REVIEW OF EMPLOYEE ATTRITION AND TURNOVER AND STRATEGIES FOR REDUCING TURNOVER

Bubacarr Jaiteh[*]

Abstract

This paper is intended to understand Attrition and Turnover, causes of attrition and turnover and best practices for retaining talents in an organization. The paper has focused completely on secondary data, i.e. review of peer reviewed journals, relevant books and internet. The findings revealed that attrition and turnover are caused by employees not feeling connected to their workplace, stress, and desires that are not meet by the organizations. The study depicts that attrition and turnover have many effects of organization such as financial, moral and time waster on recruitment. The findings revealed that lack of conductive working environment, low wages and salary, inefficient supervisor or manager all leads to high rate of attrition and turnover. The strategies suggested organizations to increase pay equity, growth or career progression, create conductive working environment and good supervisors or managers to appreciate and acknowledge subordinates' efforts to ensure productive and successful organization.

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SMALL AND MEDIUM ENTERPRISES MANAGEMENT: THE NIGERIAN PERSPECTIVE AND EXPERIENCE

Isah Shehu Mohammed[*]

Abstract

This paper studies issues management of small and medium enterprises with focus on Nigerian perspective and experience. The study is qualitative with data from secondary sources, including journal articles, entrepreneurial books, public and private entrepreneurial policies and programs. The paper derives from the experience of the Nigerian entrepreneurship viz-a-viz public and private policies and programs geared towards management such enterprises. The study is very significant with novelty in that most studies have focused on continuous creation of such enterprises, without focus on the management aspect. The study will significantly help in understanding and management such enterprises in Nigerian economy that has in the recent been ravaged by both domestic and external debts on one hand, and galloping inflation and corruption on the other. The paper found that small and medium enterprises in Nigeria are not sustainably managed due to several and inter-twined factors, and also makes substantial recommendations on how best to effectively manage such enterprises amidst the identified factors affecting the management in Nigeria.

Keywords: Businesses, economy, enterprises, management, Nigeria,

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LES REPRÉSENTATIONS SOCIOLINGUISTIQUES DE LA DÉMOCRATIE EN GAMBIE APRÈS LA PÉRIODE POST-ÉLECTORALE DE 2016

Ndèye Maty Paye[*]

Résumé :

Le régime Jammeh aura laissé une trace indélébile dans les esprits et l'histoire de la République de la Gambie, avant de céder la place au président élu, son excellence Adama Barrow. 22 ans de régime dictatorial (1994 – 2016) ont pesé sur le mental du peuple. Pourtant, les mois de décembre et de janvier 2016, continueront d'inscrire l'engagement et la dignité du peuple dans l'histoire. En effet, la résignation n'est qu'apparente puisque le peuple décide enfin de sa destinée :

Gambia Has decided, est l'écho qui résonne encore et de ce choix faut-il s'en tenir fermement. Le peuple gambien est enfin prêt, à s'ouvrir à la liberté et à savourer sa démocratie. Le peuple a voté : Adama Barrow. Ce coup du sort est bien calculé en complicité avec la diaspora gambienne qui finance la campagne, les médias qui sensibilisent, les mouvements sociaux tels que les rappeurs qui s'engagent, les civiles qui s'arment de patience ou encore les institutions et les hommes politiques qui décrochent et abandonnent les caprices du président sortant, de plus en plus isolé sur la scène internationale, son Excellence El Hadj Professor Doctor Babili Mansa (titres autoproclamés). Le forcing du président déchu devient inaudible face à une population déterminée à vivre dans une Gambie forte et unie. Notre contribution est loin d'être originale puisque la littérature sur le sujet abonde. Toutefois, notre finalité réside dans la volonté d'immortaliser le courage de la population gambienne face à la pression. Elle vise aussi à montrer la conscience au-delà de celle nationale des peuples à prendre en charge l'écriture collective de leur histoire et de leur avenir par la conviction de leur possession d'une arme infaillible : le pouvoir du vote et la démocratie : vox populi, vox dei. Mots-clés : politique, sociolinguistique, représentations, démocratie, Gambie.

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SOCIOLINGUISTIC PERCEPTIONS OF DEMOCRACY IN THE GAMBIA AFTER THE 2016 POST-ELECTION PERIOD

Author

Abstract

The Jammeh regime left an indelible mark on the minds and the history of the Republic of The Gambia with 22 years of dictatorship (1994 - 2016). However, December and January 2016 were decisive. Gambia Has decided, is the echo that still resonates, and this choice must be held firmly. The Gambian people are finally ready to embrace freedom and democracy. Gambians voted in 2016: Adama Barrow. This vote was a collective effort from diaspora financing the campaign, the social media, national movements... His Excellency El Hadj Professor Doctor Babili Mansa (self-proclaimed title) was increasingly isolated on the international stage. Literature on the subject abounds. However, our aim is to show the courage of the Gambian people in the face of pressure, its awareness and national consciousness. Our contribution shows also the several perceptions of democracy by Gambian people and how the access of democracy was done after 22 years of dictatorship.

Keywords: politics, sociolinguistics, representations, democracy, Gambia.

THE EFFECTIVENESS OF ICT IN NIGERIA JUSTICE ADMINISTRATION

Dr. Mabel Osato Oniha ESQ[*]

Abstract

In so many ways, Information Communication Technology (ICT) has revolutionized the world and defined how humans live. This will no doubt affect the administration of justice as it is part of the said changing world.

Judiciary cannot operate with old models when everything around it in terms of high technological innovations has radically transformed in the light of current ICT breakthrough realities. The Judiciary is not an island onto itself; it is directly affected by what goes on around it. It is common knowledge that justice dispensation takes too long in courts which of course amounts to the pilling up of cases in courts. This became worse during the covid-19 epidemic. There is dire need for the Nigeria Judiciary to fully embrace the use of ICT in view of the piled cases which will undoubtedly improve the quality of organization and effectiveness by moving the judiciary away from the current setback paper-based approach and connecting the nation's lawyers and judicial system online. To achieve this, there is need for the amendment of various laws and courts' rules to accommodate electronic method in conducting activities in courts to speed up all courts processes to bring about effective judicial administration.

Keywords: ICT, Court, COVID-19, Justice, Court Administration.

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PREPARATION AND CHARACTERIZATION OF POLYURETHANE COATINGS DERIVED FROM PALM OLEIN/RECYCLED PET POLYOLS FOR METAL SURFACE PROTECTION

Dr Abbas Ahmad Adamu*

Abstract

Polyols of palm olein/recycled PET were synthesized by adding recycled PET in different percentages by glycolysis process.

Characterization of the polyols were done by FTIR and determination of OHV using standard method. Polyurethane coatings were prepared by first dissolving the polyols in solvent mixture of cyclohexanone/THF (80:20) and reacting with stoichiometric amount of 2,4-toluene diisocyanate (TDI) in the presence of a tin catalyst (DBTDL, 0.05 wt.%). The mild steel panels were coated with the PU and cured at a fume hood for 5 days at ambient temperature. To ensure complete curing, the panels were left overnight in an oven at 50 o C. The set films were characterized by FTIR, and physicochemical, thermal and anticorrosion properties. The coatings were found to exhibit good physicochemical, thermal and reasonable anticorrosion properties. Higher amount of recycled PET has resulted into better film properties, which has been proven to enhance the performance of the PU as anticorrosion coatings.

Key words: Palm olein, Polyol, Recycled PET, Polyurethane coating, Anticorrosion.

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ICT ENTREPRENEURSHIP MANAGEMENT: STRATEGIES FOR SUCCESS IN THE DIGITAL AGE

Dr. Abdullahi Aminu Kazaure*

Abstract

Information and Communication Technology (ICT) has emerged as a transformative force in shaping modern entrepreneurship, enabling innovative business models, enhanced productivity, and expanded market reach. This paper explores the dynamics of ICT Entrepreneurship Management, focusing on the integration of digital tools, platforms, and strategies that drive entrepreneurial success in the digital age. It examines key components such as ICT-enabled business innovation, digital marketing, e-commerce, resource optimization, and the role of data- driven decision-making in entrepreneurial ventures. The study also discusses challenges and an opportunity faced by ICT entrepreneurs, particularly in developing economies, and proposes strategic frameworks for effective ICT entrepreneurship management. It also highlights the challenges entrepreneurs face in the ICT sector, such as cybersecurity threats, digital skill gaps, and regulatory compliance. However, the study provides strategic recommendations for effective ICT-based entrepreneurship, focusing on innovation, sustainability, and competitiveness in the evolving digital economy. By highlighting case studies and best practices, the paper provides insights into how entrepreneurs can leverage ICT to create sustainable and competitive businesses in a rapidly evolving digital ecosystem.

Key words: ICT, Entrepreneurship, Technopreneurship, Innovation, Digital Integration

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SUSTAINABLE BUSINESS MODELS FOR PRINTING AND PUBLISHING ENTREPRENEURS IN NIGERIA

Ikwuta, Boniface*

Abstract

This study investigates sustainable business models designed for printing and publishing entrepreneurs in Nigeria, responding to the sector's urgent need for innovation amid global competition and technological change. The Nigerian printing and publishing industry faces challenges including infrastructural deficits, shifting consumer preferences, and the commoditization of traditional print products. This research highlights the transition from product-centric to diversified, service-oriented business models that incorporate digital technologies and multimedia solutions to enhance economic viability, environmental sustainability, and social inclusivity. Key obstacles such as poor infrastructure, high import duties, limited financing, and skill gaps are examined alongside the role of government policies and industry advocacy. Strategies identified include diversification, adoption of digital printing, and innovative revenue streams like reader-supported publishing to improve competitiveness and profitability. By embedding sustainability principles within their operations, Nigerian entrepreneurs in this sector can build resilience, align with contemporary market demands, and contribute to national economic growth. The paper offers actionable insights and recommendations for stakeholders to develop scalable and sustainable business frameworks in Nigeria's printing and publishing industry.

Keywords: sustainable business models, printing and publishing, Nigeria, digital transformation, entrepreneurship, economic viability, environmental responsibility.

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BARRIERS AND ENABLERS OF DIGITAL ENTREPRENEURSHIP IN ELECTRONICS AND HOME APPLIANCES SECTOR IN NIGERIA

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Abstract

Digital entrepreneurship in the electronics and home appliances sector in Nigeria faces a number of barriers and enablers. Some of the key barriers include lack of access to capital, inadequate infrastructure, and limited technical knowledge and skills.

Correlational survey design was adopted for the study. The population of registered 1,487 electronic vendors. The instrument for data collection was structured questionnaire developed by the researcher based on the literature review Cronbach & Alpha reliability statistics of 49 items was 0.79 the purposely random Sample of 126 respondents from six geopolitical zones of Nigeria 50 electronic entrepreneurial and 50 consumers of home appliances one electronic repairer. Findings on the other hand, enablers such as government support, availability of resources, and a growing consumer base have the potential to drive the success of digital entrepreneurship in this sector. Through the use of innovative technology and effective marketing strategies, digital entrepreneurs in this sector can overcome these barriers and take advantage of the enablers to achieve success in Nigeria fast-growing market.

Key Words: Barriers, Enablers and Entrepreneurship

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A FRAMEWORK FOR INTEGRATING ICT SKILLS INTO ORGANIZATIONAL DEVELOPMENT: A PATHWAY TO INNOVATION AND GROWTH

Abdullahi Aminu Kazaure*

Abstract

In the rapidly evolving digital landscape, Information and Communication Technology (ICT) skills have become a cornerstone of organizational development. The 21st century has witnessed an unprecedented integration of technology into every facet of human life, including education and organizational operations. Information and Communication Technology (ICT) has emerged as a transformative force, reshaping industries and redefining the skills required for success. In this context, educational ICT skills—defined as the ability to effectively use digital tools and technologies for communication, problem-solving, and innovation which have become essential for both individuals and organizations. This paper examines the role of educational ICT skills in organizational development, focusing on how these competencies contribute to innovation, efficiency, and adaptability in a dynamic global economy.

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EFFECT OF ENTREPRENEURIAL CAPACITY BUILDING ON EMPLOYMENT GENERATION IN NORTH-WEST NIGERIA

Musah Ishaq, Ph.D[*]

Abstract

Federal government intervention that addresses three critical areas plaguing young graduates: lack of skills, unemployment or underemployment and lack of employment opportunities. It addresses the troubling situation of adolescent unemployment and restlessness by ensuring entrepreneurial capacity building of graduates across Nigeria. This paper assesses the effect of its graduate attachment programme on employment generation using beneficiaries of the programme in North-West, Nigeria.

Entrepreneurial capacity building in this paper is measured using managerial skills acquisition and entrepreneurial mentoring.

This paper used proportionate stratified sampling and systematic sampling to select four hundred and forty seven (447) respondents out of the beneficiaries in the North-west. The data collected were processed on smartpls2 using structural equation modeling. Findings show that managerial skills acquisition and entrepreneurial mentoring are favourably and significantly associated to employment generation in North-West Nigeria. The study therefore suggests that the programme's entrepreneurship capacity building be taken more seriously as it is critical to ensuring that jobs are created on a consistent basis.

Keywords: Entrepreneurial capacity building programme, Managerial skills acquisition, entrepreneurial mentoring, employment generation, Government.

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THE BIOMEDICAL ENTREPRENEURSHIP MANAGEMENT: STRATEGIES FOR SUCCESS IN THE LIFE SCIENCE INDUSTRY WITH EMPHASIS ON ORGANIC CHEMISTRY.

Ichiko C. Odeh PhD[*].

Abstract

Biomedical Entrepreneurship has emerged as a critical driver of innovation in the life science industry. Life science industry encompasses various sectors such as pharmaceuticals, medical devices, diagnostics, biotechnology, agricultural biotechnology and bio manufacturing. The success in life science is driven by advances in genomics, proteomics, synthetic biology, stem cell research. The life science industry has significant impact on human health, agriculture, environment and economy. This paper discusses some strategies of Biomedical Entrepreneurship Management for the success in science life industry with a focus on the role of organic chemistry in driving innovation and improving human health. It explains the application of organic chemistry in the development of novel therapeutics, diagnostics, biomaterials and highlight the impact of these advances on human health.

Key words: Biomedical-entrepreneurship, life science, organic chemistry.

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YOUTH AGRIPRENEURSHIP: A DRIVER FOR SUSTAINABLE ECONOMIC DEVELOPMENT IN NIGERIA

Kabiru Idris[*]

Abstract

This review examines the role of both governmental and non-governmental agricultural policies and targeted interventions in fostering youth agripreneurship as a driver for sustainable economic development in Nigeria.

Accordingly, the paper analyzes the effectiveness of existing programs, policies, and institutional frameworks designed to support young people engagement in the agricultural sector. Therefore, having identified and reviewed the best practices, gaps, and areas for improvement in policy design and implementation, it was however noticed that, some key areas such as access to finance, skills development, market access, and technology transfer need to be refocused. Hence, it concludes by offering specific policy recommendations; to strengthen the enabling environment for youth agripreneurship and maximize its contribution to Nigeria sustainable economic development among others.

Key words: Youth Agripreneurship, Driver, Sustainable, Economic Development, Nigeria

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REDEFINING MARINE ENTREPRENEURSHIP MANAGEMENT AS A DRIVER OF SUSTAINABLE ECONOMIC GROWTH IN THE EVOLVING ENTREPRENEURIAL LANDSCAPE

Garba Abdullahi[*]

Abstract

Marine entrepreneurship plays a crucial role in sustainable economic development by leveraging ocean resources for economic growth while ensuring environmental conservation. This study aims to explore its potential impact, with a focus on economic diversification, emerging opportunities, challenges, and relevant policy frameworks. As a conceptual study, this research proposes an analytical framework for understanding marine entrepreneurship management within the context of sustainability. It reviews existing literature, policy documents, and industry reports to provide insights into best practices and strategic approaches. Preliminary discussions suggest that marine entrepreneurship can drive job creation, revenue generation, and ecosystem conservation. Entrepreneurial orientation—characterized by innovation, pro-activeness, and risk-taking—can enhance sector competitiveness. However, regulatory bottlenecks, climate change effects, and financial limitations remain key barriers. This study underscores the importance of sound policies, technological advancements, and capacity-building initiatives in strengthening marine entrepreneurship. Aligning business practices with sustainability goals is essential for long-term economic and environmental benefits. Further research should focus on adaptive management strategies to address evolving global challenges in marine entrepreneurship.

Keywords: Marine entrepreneurship, sustainability, economic growth, innovation, climate change.

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ENTREPRENEURIAL ORIENTATION AND SUSTAINABLE ECONOMIC DEVELOPMENT: SMALL AND MEDIUM ENTERPRISES MANAGEMENT

Ogbudu T. O[*].; Omede, U.D[†]. & Azuaga C. I.[‡]

Abstract

The study investigated entrepreneurial orientation and sustainable economic development of small and medium enterprises management in Obi Local Government Area of Benue State, Nigeria. The purpose of the study was to examine the extent to which entrepreneurial orientation influenced small and medium enterprise management and sustainable economic development. Two research questions and two hypotheses guided the study. A quantitative and qualitative descriptive survey design was adopted. Using a multistage sampling technique, 256 sample size were selected. Entrepreneurial Orientation Scale (EOS) and Small and Medium Enterprises Management scale (SMEMS) were used for data collection. The EOS and SMEMS were validated by three experts and trial-tested for reliability using Cronbach Alpha that yielded 0.96 (EOS) and 0.86 (SMEMS) reliability co-efficient. Multiple regression was used to answer the research questions and the hypotheses were tested at 0.05 level of significance. The findings revealed a strong and positive significance of entrepreneurial orientation on small and medium enterprise sustainable economic development. It was also found that entrepreneurial orientation has a strong and positive influence on small and medium enterprise management in Obi, Benue State, Nigeria. It was concluded that small and medium enterprises with entrepreneurial orientation stand the test of time in management and sustainable economic development. It was recommended among others that small and medium enterprises should encourage entrepreneurial orientation for sustainable economic development and business management.

Key words: Entrepreneurial orientation, Small, Medium, Enterprises, Management

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ENTREPRENEURIAL SUPPLY CHAIN MANAGEMENT AND ORGANISATIONAL PERFORMANCE

Dr. Idris A. Obomeghie[*] & Dr. Obomeghie A. Muhammed[†]

Abstract

Supply Chain Management (SCM) is concerned with the management of organizations, individuals, resources, activities, information and technology involved in the creation, sales and distribution of a product or service to the user. Entrepreneurial orientation on the other hand, consists of innovation, risk-taking and proactiveness. Entrepreneurial supply chain creates connection among suppliers, manufacturers and customers based on innovative ideas. However, the need for enhanced organizational performance is imperative in this current global competitive environment. The broad objective of this study is to investigate the effect of entrepreneurial supply chain management on organizational performance of manufacturing firms in Nigeria. Survey research was adopted for this study, and the population of the study consists of all the manufacturing firms in Nigeria, which is infinite. Consequently, convenient random sampling technique was used to select a sample size of 368 supply chain managers from the six geopolitical zones of Nigeria. Correlation and multiple Regression were used to process and analyze the data collected. Findings of the study revealed that innovation, risk-taking and proactiveness have significant positive effect on organizational performance. Based on findings, it is recommended that organizations should build and maintain entrepreneurial culture by employing entrepreneurial mindset supply chain managers, and encouraging innovation, exploration, research and development. This enhances organizational performance.

Keywords: Supply Chain Management, Entrepreneurial orientation, Innovation, Proactiveness, Risk- taking, Organizational performance.

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ENTREPRENEURIAL ORIENTATION, PROCESS MANAGEMENT AND ORGANIZATIONAL PERFORMANCE IN NIGERIA

Dr. Idris A. Obomeghie[*]

Abstract

This study examines the impact of Entrepreneurial Orientation (EO), Process Management (PM) and Organizational Performance (OP) in modern business environments. Entrepreneurial Orientation fosters innovation, risk-taking, and proactiveness, which are critical for achieving competitive advantage, while Process Management (PM) ensures efficiency, quality control, and operational stability. Using a quantitative research design and data was collected from 250 firms across various industries in Nigeria. The study employed multiple regression analysis to test hypotheses, revealing that Entrepreneurial Orientation and Process Management independently and jointly improve Organizational Performance, particularly in highly dynamic industries such as technology and manufacturing. The findings emphasize the need for business organizations to integrate Entrepreneurial Orientation and Process Management to sustain profitability, competitive advantage and growth. The study recommends that firms develop strategic alignment between innovation and process optimization to enhance long-term success.

Keywords: Entrepreneurial Orientation, Process Management, Organizational Performance, Profitability, Competitive Advantage.

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MEDIATING ROLE OF ENTREPRENEURIAL SELF-EFFICACY ON THE RELATIONSHIP BETWEEN ENTREPRENEURSHIP EDUCATION AND ENTREPRENEURIAL INTENTION OF UNIVERSITY STUDENT IN NORTH-CENTRAL NIGERIA

Mohammed Bello Idris*

Abstract

Globally, entrepreneurial intention is a widely acceptable means of stimulating graduates to venture into entrepreneurship as a means of reducing unemployment. This study empirically examined the mediating role of entrepreneurial self-efficacy on entrepreneurship education and entrepreneurial intention of university students in North-central Nigeria. The study is based on primary data collected from four hundred and six students using structured questionnaire. The data was analyzed using the technique of PLS path analysis. The finding of this study revealed that entrepreneurship education significantly influences on entrepreneurial intention of student's in North-central Nigeria. Furthermore, the findings indicated that entrepreneurial self-efficacy was significantly related to entrepreneurial intention. In addition, the findings also revealed that entrepreneurial self-efficacy fully mediates the relationship between entrepreneurship education and entrepreneurial intention of university students in North-central Nigeria. The study concluded that entrepreneurship education aids the development of entrepreneurial intention through improved entrepreneurial self-efficacy. The study recommended that government and policy makers should devise means of improving entrepreneurial self-efficacy and entrepreneurship as they aids in the development of intention and subsequent venture creation.

Keywords: Entrepreneurship Education, Entrepreneurial Intention, Entrepreneurial Self-Efficacy

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ENTREPRENEURIAL ORIENTATION, PRODUCTIVITY AND ORGANIZATIONAL PERFORMANCE IN NIGERIAN MANUFACTURING FIRMS

Dr. S.S. Umar[*]

Abstract

This study investigates the impact of Entrepreneurial Orientation (EO) and productivity on organizational performance in Nigerian manufacturing firms. A sample of 120 manufacturing firms across Nigeria was surveyed, and the relationships between entrepreneurial orientation, productivity, and organizational performance were analyzed using regression and correlation analyses. The results indicate that both entrepreneurial orientation and productivity have a significant positive effect on organizational performance, with entrepreneurial orientation explaining 50% of the variance and productivity accounting for 42%. The combined effect of entrepreneurial orientation and productivity explains 70% of the variance in organizational performance, highlighting their synergistic relationship. The study emphasizes the importance of integrating strategic innovation (entrepreneurial orientation) and operational efficiency (productivity) to enhance profitability and competitive advantage in the Nigerian manufacturing sector.

Keywords: Entrepreneurial Orientation, Productivity, Organizational Performance, Profitability, Innovation

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IMPACT OF ENTREPRENEURIAL NETWORKING ON SMALL AND MEDIUM ENTERPRISE PERFORMANCE IN NORTH-WESTERN NIGERIA

Professor Helen Afang Andow[*]

Abstract

Despite the initiation of different programs and government agencies aims at promoting SMEs in Nigeria, SMEs still experience low level of performance. In order to increase the understanding of the factors that lead to SMEs performance. This study investigates the impact of entrepreneurial networking on performance of small medium enterprises. The sample of 427 out of the population of 29654 SMEs operating in north-western Nigeria was obtained using Krejcie and Morgan's (1970) table for sample size determination. The data was analyzed using Structural Equation Modelling (SEM) and the findings indicates that entrepreneurial networking had significant impact on SMEs performance. This implies that adequate entrepreneurial networking has the capability of enhancing the performance of SMEs. The study recommends that entrepreneurial networking should be given adequate consideration in order to boost SMEs performance.

Keywords: Entrepreneurship Networking, North-west, Small and Medium Enterprises, Performance.

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Abstract

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Keywords: Entrepreneurial Orientation, Process Management, organizational Performance, Profitability, Competitive Advantage.

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THE IMPACT OF EXCHANGE RATE ON DEBT IN THE GAMBIA: A NON-LINEAR AUTOREGRESSIVE DISTRIBUTED LAG MODEL

Prof Momodou Mustapha Fanneh[*], Alpha Omar Jallow[†] Abdoulie A. Jallow[‡] Idris Abubakar[§]

Abstract

This study investigates the relationship between exchange rate fluctuations and debt sustainability in The Gambia. Unstable currency rate remains a major problem to countries' economy especially external debt which The Gambia is faced with. To achieve the objective of this study, we employed non-linear autoregressive distributed lag (NARDL) model to explore both short-term and long-term effect.

Our study revealed that exchange rate volatility was found to significantly influence The Gambia's external debt dynamics, particularly through the reduction of the Gambian Dalasi (GMD) against major currencies, which raises the cost of servicing foreign-denominated debt and strains fiscal resources. The study reveals that a 1% depreciation of GMD increases external debt by 6.6% in the short run, underlining the immediate impact of currency fluctuations on debt accumulation. This research highlights that exchange rate volatility can undermine investor confidence and escalate borrowing costs, and exacerbates debt challenges. In terms of policy recommendations, the study emphasizes the importance of robust debt sustainability analysis (DSA), effective currency management, and export-driven growth to mitigate the adverse effects of exchange rate fluctuations. The findings provide valuable insights for policymakers in The Gambia, suggesting strategies to improve fiscal resilience and manage exchange rate-induced economic risk.

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THE BIOMEDICAL ENTREPRENEURSHIP MANAGEMENT: STRATEGIES FOR SUCCESS IN THE LIFE SCIENCE INDUSTRY WITH EMPHASIS ON ORGANIC CHEMISTRY.

Ichiko C. Odeh PhD.[*]

Abstract

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Key words: Biomedical-entrepreneurship, life science, organic chemistry.

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HUMAN RESOURCE MANAGEMENT FOR ENHANCED SUSTAINABLE ENTREPRENEURSHIP DEVELOPMENT IN HIGHER EDUCATIONAL INSTITUTIONS IN NIGERIA

Cecilia Kwaghmimi Amough PhD[*]

Abstract

Human Resource (HR) is an important resource that determines the success of any organisation organization such as educational institutions cannot exist with entrepreneurial skills and knowledge or equip students with same without quality human resource management (HRM) in place. This paper examines human resource management with emphasis on enhanced sustainable entrepreneurship development in higher educational institution. The paper highlights the background of the topic and define concepts, it also stressed the importance of (HRM) practices that enhance sustainable entrepreneurship development in higher institutions. Conclusions and recommendations were made amongst others that managers of higher institutions should prioritize human resource (HR) in the school over all other resources to succeed in entrepreneurship education. It is also important for managers to understand that there cannot be success of any sort without people and this can be assured through the use of HR practices like compensation, staff development, staff maintenance, staff relation and procurement of staff.

Keywords: Human Resource Management, Entrepreneurship Sustainable Development.

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HOW DOES ACCESS TO CREDIT SHAPE AGRICULTURAL PERFORMANCE IN NIGERIA?

Usman Abdullahi[*]

Abstract

Access to credit is a critical factor influencing agricultural productivity in Nigeria.

This study examines the impact of agricultural credit on agricultural output in Nigeria from 1993 to 2022 using time series data. An Auto-regressive Distributed Lag (ARDL) model is employed to analyze the short-run and long-run relationships between agricultural credit and output. The study utilizes secondary data from the Central Bank of Nigeria (CBN), National Bureau of Statistics (NBS), and World Bank.

Empirical findings reveal a positive and significant relationship between access to credit and agricultural productivity. The results suggest that a 1% increase in agricultural credit leads to a corresponding 0.57% rise in agricultural output in the long run. However, challenges such as high lending rates, credit market imperfections, and financial exclusion hinder optimal credit accessibility. The study recommends targeted financial policies, lower interest rates, and enhanced institutional frameworks to improve agricultural financing and boost productivity.

Keywords: Agricultural credit, agricultural output, ARDL model

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ASSESSMENT OF COMPETENCIES AND TRAINING NEEDS OF AUTOMOBILE MECHANICS IN JIGAWA STATE

Muhammad Shuaibu Birniwa*

Abstract

Land transport which comprises of automobile, railways and others are among the main mean of transportation in Nigeria since eighteenth century. Automobile as a mean of land transport carries more than eighty percent of the transportation sector in Nigeria. There are high and rapid technological advancements in the field of automobile which give birth to an area of specialization called autotronic. Today cars are equipped with electronic controls, actuators, sensors, navigation controls, intelligent controls and many more complex systems which make automobile industry the highest in technological development across the globe. The technical personnel that repair most of the vehicle in Nigeria are called roadside mechanics. These mechanics are more conversant with older model of vehicle, because they are manufactured, operated and controlled mechanically and majority of them are illiterate. Cars imported nowadays into the country are more electronically operated and controlled which make present roadside mechanics at a greater disadvantage stage. The rapid, complex and high technological development in automobile posed great challenges to Nigerian roadside mechanics due to their inability to repair majority of the latest cars imported into the country because they were equipped with electronic gadgets and intelligent controls.

These problem need to be curtailed or completely eliminated, otherwise over two millions Nigerian roadside mechanics would be rendered jobless. Federal government in its effort to reduce the existing problem, introduces skills upgrade for these mechanics to make them relevant, efficient and effective in carrying out maintenance repair of the autotronic vehicle as for them to contribute towards the economic development of the country, by transporting people and goods, agricultural products, power generation and defense. But from the survey carried out it was discovered that the programme was not successful due to low literacy level, inability to read and interprete diagrams and sketches by the roadside mechanics. The research conducted revealed gap still exists between skills competencies needed and skills competencies acquired in carrying out efficient and effective maintenance repair on autotronic vehicle. It also shows over two

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million Nigerian roadside mechanics will be rendered unemployed as a result of this short coming. A questionnaire and oral interview were used as instrument for data collection; results obtained were analyzed and presented using percentage and frequency. Recommendations were given on how to address the problem.

KEYWORDS: Autotronic, Roadside mechanic, Mechatronics, Skill and Repair

EXPLORING THE LINK BETWEEN PRIVATE DEBT AND POVERTY IN NIGERIA: CHANNEL OF TRANSMISSIONS

Abiola Jamiu Banjoko[*] and Dr. Abubakar Orlando Ijoko[†]

Abstract

Using annual time series data with 42 observations from 1980 to 2021, this study examined the relationship between private debt and poverty in Nigeria and the mechanisms by which it spreads its effects. The ARDL estimation approach was used in the study. The study conclusions showed that, at a threshold of 22% over the long term and 21% over the short term, private debt considerably lowers poverty and has a nonlinear effect on poverty in Nigeria. Additionally, it was determined that private debt has a nonlinear effect on poverty over the long and short terms, at a turning point of 35% and 4%, 193% and 51%, 5% and 60%, and through the channels of loan availability, health care access, economic growth, and consumption. Furthermore, the estimates revealed that poverty is decreased by health, economic growth, and credit availability, with the exception of economic growth, which had short-term beneficial effects. The study policy recommendations include the necessity for people and organizations to adopt non-debt approaches and cutback strategies in order to lessen the negative effects of private debt on the channels that have been identified. This is especially important in order to lessen the study implied crowding-out effect of private debt accumulation on credit, consumption, and health.

Keyword: ARDL, Private Debt, Poverty

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ENTREPRENEURIAL MANAGEMENT SKILL AS PREDICTOR OF PERCEIVED JOB SELF-RELIANCE AMONG UNIVERSITY STUDENTS IN NORTH EAST NIGERIA

Owonwami Isiaka Taiye[*]

Abstract

This study investigates the entrepreneurial management skill as predictor of perceived job self-reliance among university students in North East Nigeria. Entrepreneurship is seen as a key driver of economic growth, job creation, and self-sufficiency, making it crucial for students to acquire relevant entrepreneurial skills that foster independence and employability. One research objective and one research question together with one hypothesis were formulated for the study. The study used a predictive correlational design with a sample of 500 students using 10% out of the population of the study of (5003) from six universities in the North East, applying proportionate stratified sampling. Data was collected using a Entrepreneurial Management Skill Questionnaire (EMSQ) designed and Cumulative Grade Point Average from their 300 level session were used for data collection to assess entrepreneurial management skill. The EMSQ was validated by experts while Cronbach's alpha method was used to determine the reliability of the instrument and a reliability of 0.79 was obtained. Descriptive statistics of mean and standard deviation were used to answer the research question while, the hypothesis was tested at 0.05 level of significance using linear regression analysis. Results showed that while students demonstrated a high level of entrepreneurial skills in areas like problem-solving and creative thinking, the entrepreneurial skills and perceived job self-reliance was weak, explaining only 0.5% of the variability in perceived self-reliance. The findings recommend that while entrepreneurial management skills are valuable, other factors such as socio-economic and cultural influences may significantly impact the development of self-reliance in this context.

The study emphasizes the need for targeted interventions to enhance entrepreneurial skills and promote self-reliance among students in North East Nigeria.

Key note: Entrepreneurial Management Skills and perceived Job Self-Reliance.

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THE ROLE OF HUMAN RESOURCE MANAGEMENT IN DEVELOPING ENTREPRENEURIAL MIND-SET AMONG EMPLOYEES IN NIGERIA CIVIL SERVICE. A STUDY OF ADAMAWA STATE UNIVERSITY, MUBI

Abubakar Adamu[*]

Abstract

This study explores the role of Human Resource Management (HRM) in developing entrepreneurial mind-sets among employees within Nigeria's civil service. Given the growing need for innovation and adaptability in Public Administration, fostering an entrepreneurial mind-set in civil servants is crucial for improving public sector efficiency and service delivery.

The research examines the influence of Human Resource practices, including training and shaping civil servants' mind-set toward entrepreneurship. Through a mixed-methods approach, data will be collected from the staff of Adamawa State University, Mubi, Adamawa State, Nigeria. Quantitative data will be gathered through surveys, while qualitative data will be drawn from interviews with some management staff of the university. The study aims to identify the challenges that hinder the development of entrepreneurial thinking within the civil service and to propose Human Resource interventions that can nurture innovation. The findings are expected to contribute to both theoretical and practical knowledge, offering strategies for public sector reforms that promote entrepreneurial behavior among government employees.

Keywords: Civil service, innovation, public sector, entrepreneurship, Human Resource Management

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APPLICATION OF ELECTRIC ENERGY TO ENHANCE AGRICULTURAL INDUSTRY: A CASE STUDY OF NIGERIA

Eng. Ogbe, Inhim Bright[*]

Abstract

Although Petroleum is still widely recognized as the mainstay of Nigeria's economy; however, Agriculture in Nigeria remains the bedrock of the nation's economy. To meet the increasing demand of 21st century, the world needs electric energy and food for its increasing population. Major requirement of food production is energy for agriculture and agro-based industries. Also the conventional sources are more costly and exhaustible in nature. In order to cope up with this situation we need to move towards sustainable sources of energy in agriculture and agro-based industries. The technology such as solar water pumping system, Solar dryer, SPV spryer, gasifier for industrial application, solar power generation system, gasifier for power generation can be used. Stratified sampling method is employed where research questionnaire were completed. The results revealed significant improvement in agricultural industry with the use of electric energy.

The agriculture industry accounts for about 23.78 percent of Nigeria Gross Domestic Product (GDP), Mohammed, A (2023).

Meanwhile, over 70 percent of Nigerians engage in the sector mainly at a subsistence level. However, the average farm size for crop or animal products is increasing and farm output is expected to increase with the application of electric energy in the automation of farms

Keywords: Electric Energy, Agricultural Industry, Solar Photovoltaic (SPV), Gasifier, Power Generation

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SECRETARIAL AND ACCOUNTING SKILLS AS PREDICTORS FOR ENTREPRENEURIAL INTENTIONS AMONG UNIVERSITY GRADUATES IN SOUTHWEST NIGERIA

Oluwasina Boladale Ruth[*] & Nuberu, Maryam Olubusola[†]

Abstract

The study examined secretarial and accounting skills as predictors for entrepreneurial intentions among university graduates in Southwest of Nigeria. Five research questions guided the study. A descriptive research design of survey typed was used. The population of the study focused on 281 Business Education Postgraduate Students in State owned Universities in Southwest. Since the population of the study was not too large, there was no need for sampling. The study used adapted researcher self-developed questionnaire titled: Secretarial, Accounting Skills and Entrepreneurial Intentions Questionnaire (SASEIQ) for data collection with .88 as reliability coefficient. Mean, standard deviation and bar-chart were adopted for answering research questions 1 and 2. Research questions 3 and 4 were analyzed using PPMC and research question 5 was analysed using multiple regression analysis. The findings of the study indicated that communication, analytical/research, computer-technical literacy, flexibility/adaptability, multicultural sensitivity/awareness, planning/organizing, teamwork, result-driven, problem-solving/reasoning, creativity, interpersonal, business, innovation and self-improvement skills were among the needed secretarial skills for entrepreneurial intentions. Critical, attention, time management, financial reporting, business knowledge, software proficiency, budgeting, analytic reason, taxation, accuracy and precision, standard accounting and communication skills. Secretarial skills (r =.155, p < .05) and accounting skills (r = .221, p < .05) were positively related to the entrepreneurial intentions among university graduates in Southwest of Nigeria. It was also indicated that there was composite contribution of the independent variables (secretarial and accounting skills) on the dependent variable (entrepreneurial intentions); R = 0.334, p < .05. The study recommended that University authority should ensure that Business education laboratory should be equipped with modern and needed resources both in human and materials with the view to increases lecturer ability to impact secretarial and accounting skills on students while teaching.

Keywords: Accounting Skills, Entrepreneurial Intentions, University Graduates, Secretarial Skills

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ENTREPRENURIAL ORIENTATION AND FIRMS PERFORMANCE: AN EVIDENCE OF MANUFACTURING FIRMS IN KOGI STATE, NIGERIA

Umar ,Kadiri (Ph.D)*

Abstract

This paper examined the effects of entrepreneurial orientation on the performance of manufacturing firms in Kogi State. The survey research method was used to elicit information and data from primary sources.

A structured questionnaire was administered to a sample of 690 respondents selected from a population of 6990.The hypotheses was tested using multiple regression. It was found that entrepreneurial innovativeness performance has positive beta coefficient (0.895) with a p-value of (0.000) showing a strong statistically significant relationship with performance of firms in Kogi State. The study concluded that entrepreneurial orientation as a concept play a very crucial role in the success of business in the society. This is because it role bring a lot of innovative and creative idea in the production of new goods and service. The study recommended that entrepreneurs should as much as possible to be creative and innovative to meet customer's requirement, and government should try to support entrepreneurial activities program in Nigeria for sustainable growth and development.

Keywords: Entrepreneurial orientation, entrepreneurial innovativeness, firm's performance, entrepreneur's, business performance.

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PERCEIVED SUPPORT: EXAMINING THE ROLE OF ACADEMIC INSTITUTIONS IN FOSTERING ENTREPRENEURIAL INTENTIONS AMONG STUDENTS

Alli Kudirat Olayiwonuola*

Abstract

There has been a tremendous amount of research on the factors influencing entrepreneurial intentions, particularly the role of perceived support in shaping undergraduate students; aspirations and fostering an entrepreneurial mindset. According to the literature, there seems to be a widespread desire for entrepreneurship; however, aspiring students often lack the necessary skills and determination to pursue it effectively. In Nigeria, entrepreneurial activity will remain a cornerstone of economic development, with academic institutions expected to play a significant role in shaping students' entrepreneurial aspirations.

This study will explore the concept of perceived support—focusing primarily on institutional, and academic dimension—and its impact on fostering entrepreneurial intentions among students. Using a quantitative approach and drawing on the Theory of Planned Behaviors (TPB), the study will examine how students' perceptions of support influence key antecedents of entrepreneurial intention, including attitudes toward entrepreneurship, perceived behavioral control, and subjective norms. Data will be collected using a structured questionnaire divided into three sections: demographics, perceived support (institutional, social, and infrastructural), and entrepreneurial intentions, based on the Theory of Planned Behaviors (TPB). The study will target undergraduate and postgraduate students across academic institutions in Ibadan Metropolis, ensuring diverse academic backgrounds. A stratified random sampling method will be used to select participants from various faculties and departments. The questionnaire will be distributed both physically and electronically to enhance participation. A pilot test with 30 students will ensure the instrument's clarity and reliability, with necessary adjustments made based on feedback. Data collection will involve 250 students, aiming for 200 completed responses (an 80% response rate). Statistical software will be used to analyse the data, focusing on the relationships between perceived support and entrepreneurial intentions.

The findings will provide valuable insights into how perceived support—encompassing institutional, social, and infrastructural dimensions—impacts the

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development of entrepreneurial intentions among students, offering actionable recommendations for academic institutions to enhance their support systems and foster an entrepreneurial culture.

Keywords: Perceived Support, Entrepreneurial Intentions, Academic Institutions, Entrepreneurial Education, Theory of Planned Behaviors

INDIVIDUAL AND TECHNOLOGY CHARACTERISTICS AS PREDICTORS OF MOTIVATION TO USE DIGITAL LIBRARY AMONG POLYTECHNIC STUDENT IN ONDO STATE, NIGERIA

Cyril Iloba Ijeh[*]

Abstract

Digital libraries offer a lot of advantages for students and this explains why may tertiary institutions including polytechnics in Nigeria have invested in creating various digital libraries.

However, many of the libraries often experienced low patronage as students are more inclined touse other source of digital information. In line with this, the study examines the influence of examine individual characteristics, technology characteristics and the motivation to use digital library among polytechnic student in Ondo State, Nigeria. The study adopted the descriptive survey research with the population including 13,407students from two government owned polytechnic in Ondo State. Multistage sampling procedure was followed to select 375 students as sample. A structured questionnaire was used for data collection. The data was analyzed using both inferential and descriptive statistics. The results show that individual characteristics (Adj. R2 = 0. 244, p<0.05) has significant but weak influence on the motivation to use digital library among polytechnic student in Ondo State. It was also found that technological characteristics (Adj. R2 = 0. 325, p<0.05). In addition, multiple regression analysis showed that technology characteristics and individual characteristics have a positive and significant combined influence (Adj. R2 = 0. 488, p<0.05) on the motivation to use digital library among polytechnic student in Ondo State. The study concluded that the moderate positive perception of the technology characteristics related to digital libraries in their underscores the importance of user satisfaction and engagement. It was therefore recommended that polytechnic libraries should provide comprehensive training on how to effectively use digital libraries.

Keywords: Digital Libraries, Information Services, Polytechnics, Self-efficacy,

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ENTREPRENEURIAL ENGINEERING MANAGEMENT: PIONEERING A NEW PARADIGM FOR INNOVATION AND GROWTH

Eng. Dr. Emmanuel Barki*

Abstract

Entrepreneurial engineering management (EEM) represents the intersection of engineering principles, entrepreneurial innovation, and management strategies, creating a synergistic approach to problem-solving and value creation in modern economies. This paper explores the critical role of EEM in fostering sustainable development, driving technological advancements, and addressing complex global challenges. It highlights the core competencies required for entrepreneurial engineers, examines case studies of successful EEM applications, and presents recommendations for integrating EEM principles into education and practice. Perceived Ease of use.

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DERIVATIONAL PROCESSES OF DEVERBAL NOUNS IN ENGLIAH AND OKPEMERI

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Abstract

Derivational process is key to vocabulary development. Hence, This study examined the derivational processes of deverbal nouns in English and Okpameri with a focus on identifying the morphological mechanisms employed by both languages predicating on Contrastive Analysis as a theoretical framework, the study analyzed data from both languages based their derivational processes. To achieve a significant goal, Okpameri data were got on-the-field while English data were go from the English grammar text. A test instrument of 40 base verbs with their deverbal nouns were translated to Okpameri language by 200 in SS3 students class who are natives of Okpameri. The findings reveal that while English employs a combination of affixation, conversion, compounding and suppletion to derive nouns from verb, Okpameri relies primary on prefixation and suppletion. Hence, Okpameri ESL learners may find it difficult in recognizing and using suffix attachment in English as this is not a future of their native language. Also, Okpameri ESL learners may find it challenging to understand and use the conversion process in English deverbal nouns as this process is assent in Okpameri linguistic system. Pedagogical recommendations were proposed to support language instruction in developing strategies to help learners to overcome the challenges which differences in morphological processes in English and Okpameri deverbal nouns may pose to Okpameri ESL learners. This study therefore, concludes by recommending that language teachers should come up with practical demonstration of English deverbal nouns in the L 2 context. By so doing, the perceived problems Okpameri ESL learners will be confronting with while using English deverbal nouns will be minimized.

Keywords: Morphology, derivation, deverbal, English and Okpameri.

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EDUCATIONAL ENTREPRENEURSHIP MANAGEMENT

Eluma, Williams Ngbede*

Abstract

This study explores the concept of educational entrepreneurship management, examining its theoretical foundations, practical applications, and impact on educational institutions. By integrating insights from entrepreneurship, education management, and organizational theory, this research investigates the role of entrepreneurial leadership in fostering

innovation, creativity, and sustainability in educational settings. A mixed-methods approach, combining survey research, case studies, and content analysis, was employed to analyze the experiences of educational entrepreneurs and institutions.

Findings reveal that effective educational entrepreneurship management involves the followings:-Visionary leadership: Encouraging innovation and risk-taking. Strategic management: Aligning entrepreneurial initiatives with institutional goals.

Collaborative governance: Fostering partnerships and networks. Innovative pedagogy: Integrating entrepreneurial skills into curricula. This study contributes to the literature on educational entrepreneurship, highlighting the need for entrepreneurial leadership and management in educational institutions. Implications for educational policy, leadership development, and institutional innovation are discussed.

Keywords: Educational entrepreneurship, Entrepreneurship leadership, Innovation management, Educational institutions, Sustainability.

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THE POWER OF ENGLISH IN GLOBAL BUSINESS: OPPORTUNITIES AND CHALLENGES BEING A PAPER TO BE PRESENTED

Abubakar Muhammad*

Abstract

English has solidified its status as the global lingua franca of business, facilitating international trade, cross-border collaboration and economic integration. In today's interconnected world, proficiency in English is a powerful asset that enables businesses to expand into new markets, attract global investment and engage with multinational stakeholders. This paper explores the role of English as a key driver of global business success, analyzing both the opportunities it presents and the challenges it poses. On the opportunity side, English enhances communication efficiency, reduces transactional friction and serves as a unifying language in multinational corporations (MNCs). It enables companies from diverse linguistic backgrounds to collaborate seamlessly, streamlines negotiations and increases access to international talent and investment. English proficiency is also a competitive advantage in global supply chains, digital commerce and the gig economy, where businesses and professionals rely on it to connect with international clients.

Additionally, advancements in English-based digital tools, artificial intelligence (AI) and online education have made English learning more accessible, further strengthening its influence in business. However, the dominance of English in global business also presents challenges. It creates linguistic inequalities, disadvantaging non-native speakers who may struggle with fluency, leading to barriers in professional growth and market participation. The emphasis on English in corporate environments often results in a loss of linguistic diversity and cultural nuances in business interactions. Additionally, businesses operating in non-English-speaking markets must navigate the complexities of localization, translation and cross-cultural communication to remain competitive. This paper examines case studies from multinational corporations, small businesses and emerging economies to highlight the strategic role of English in business expansion and the policies that govern its adoption. It also addresses strategies for mitigating linguistic disparities, including corporate language training programs, multilingual business strategies and AI-driven language translation solutions. By providing a

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balanced analysis, this paper underscores the power of English in global business while advocating for inclusive linguistic policies that support equitable participation in the global economy. The discussion concludes with recommendations for businesses, policymakers and educators to optimize the benefits of English while fostering multilingual competencies in an increasingly diverse and interconnected business landscape.

Key words: Globalization; multinational business; linguistic inequality; cross-cultural communication; economic opportunities.

STRATEGIC PROCUREMENT PRACTICES FOR SUSTAINABLE GROWTH IN ENTREPRENEURIAL VENTURES IN NIGERIA

Tijani Yunusa,PhD*

Abstract

Strategic procurement practices for sustainable growth in entrepreneurial ventures. This study aim to explore procurement strategies for entrepreneurial venture. And to examine the relationship between suppliers for sustainable procurement process for start-ups. The study adopted a survey research design using qualitative methods with focus on entrepreneurial venture across various existing industries. Data were collected using semi structure interviews with procurement managers and some key stakeholders in the industries. Secondary data were obtained from company reports and their literature. This data were analyzed using thematic analysis to examine the patterns and trend. Cross case analysis were used to compare procurement across organization's. Findings show those entrepreneurial ventures are facing procurement challenges by limited barging power and cash flow unpredictability. However, those who implement strategic supplier's relationship management practices have a more reliable and steady chain supply for long-term growth of business. It is concluded that strategic procurement for a star up is crucial for it success. It is recommended that, entrepreneurs should invest in long term business relationship integrate sustainability to procurement practices. Streamline the process through the uses of technological tools to improve quality decision making.

Key words; entrepreneurial ventures, procurement strategies, sustainable sourcing, supplier relationship management, cost optimization,

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EVALUATION OF EARTHING AND LIGHTNING PROTECTION SYSTEM OF SUBSTATIONS, CASE STUDY OF FEDERAL POLYTECHNIC ILE-OLUJI

Olamiposi Ibukun Dare-Adeniran[*]

Abstract

The earthing and lightning protection system is a critical component of electrical networks at both high and low voltage levels, ensuring the safety of equipment, buildings, and human lives by mitigating risks associated with fault currents and lightning. This study investigates the earthing networks of 11/0.415 kV substations and a 33/11 kV injection substation in the populated and academic region of Ile-Oluji, Ondo State, Nigeria. Measurements of earthing resistance were conducted using a DC earth resistance clamp meter (ETCR 2000 series). The recorded values were compared with NESIS system earthing (transformers) and evaluated against IEC, BIS, and Salih standards. Additionally, lightning arrester (LA) and feeder panel measurements were assessed for compliance with recommended effectiveness tests for copper, copper alloy, and aluminum.

The findings indicate that earthing values for transformers and outgoing feeder panels range from 2.3 Ω to open loop (OL), while LA values range from 0.4 Ω to OL. Only 12.5% of LA and 6.7% of feeder panels met Nigerian standards. Overall, none of the substations evaluated met local standards, and only 7% complied with IEC and BIS standards, leaving 93% failing international benchmarks. These deficiencies increase the risks of equipment damage, malfunctions, electric shock, and electrocution. The study recommends that substation earthing systems be upgraded to meet both local and international standards to ensure the safety of lives and property.

Keywords- safety, Earthing, ETCR 2000 series, substations

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ENHANCING ENTREPRENEURIAL LEADERSHIP ON EMPLOYEE ENGAGEMENT AND ORGANISATIONAL PERFORMANCE IN NIGERIA

Ngamsan Jirah Sunday (PhD)[*]

Abstract

This study examines the role of entrepreneurial leadership in enhancing employee engagement in Adamawa state, Nigeria, its influence on organisational performance and increased productivity. Success of entrepreneurial development and venture is deeply influenced by the leadership styles and efficient management practices, particularly, when it comes to employee engagement and effective performance. Entrepreneurs are characterized by their innovative, risk-taking, and visionary leadership styles of administration, which can highly shape an organisation's culture and provoke motivation among employees.

The work examines the extent to which entrepreneurial leadership promotes a sense of ownership, autonomy, and purpose in employees, encouraging greater levels of engagement and increased productivity in Adamawa state, Nigeria. Similarly, it underscores the critical role of Human Resource (HR) management in underpinning entrepreneurial leaders to develop and implement strategies that align with employee goals with organisational objectives. Via a thorough of qualitative and quantitative analysis, the study align with key leadership traits, which include adaptability, empowerment, and clear communication, that drive employee engagement and contribute to long-term organizational efficiency. It provides recommendations for Human Resource (HR) experts and entrepreneurs on exploring leadership practices to cultivate an engaged workforce that set in motion high performance in highly competitive business environments.

Keywords: Entrepreneurial, Leadership, Employee Engagement, organizational Performance, increased productivity.

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ASSESSMENT OF CONCRETE PRODUCED WITH RICE HUSK ASH (RHA) AS PARTIAL REPLACEMENT FOR CEMENT

Akinwunmi, Ayoola; Opeke, Oyewole Nicholas*

Abstract

Concrete is a global structural material used for different types of construction works because it is flexible, firm and resilient. It is a compound material produced from mixing cement, coarse aggregate, fine aggregate and water together. Concrete is an important material for Civil Engineering works. Portland Cement is the most used type of cement worldwide for production of concrete. Cement manufacture causes release of carbon dioxide and other compounds that are not environment friendly. This study is aimed at the assessment of concrete produced with Rice Husk Ash (RHA) as partial replacement for concrete. Experiments were conducted to ascertain the compressive strength of concrete produced by partial replacement of cement with RHA at intervals of 5% (from 0% to 15% respectively) as well as the compaction factors of the concrete samples. All the concrete cubes were allowed to cure for 7days, 14days and 28days respectively. The figures obtained for compacting factor indicated less workable concrete as the RHA percentage increased. The percentage increase of RHA to replace cement also caused a reduction in compressive strengths of the cured concrete. There was improvement in the compressive strength for the curing ages from using 100% cement till 15% RHA to partially replace cement. Maximum compressive strength obtained for partial replacement of cement with RHA was 14.22 N/mm2 after curing for 28days and this occurred when cement was replaced with 5% RHA. The use of RHA to partly replace cement in concrete production is recommended but subject to a maximum of 5% replacement limit.

Keywords: Rice Husk Ash, Coarse aggregate, Fine aggregate, Portland Cement, Compressive Strength, Compaction Factor

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EFFECT OF INTRA-ROW SPACING ON THE GROWTH AND YIELD OF VEGETABLE KENAF (Hibiscus cannabinus (L.)) IN MUBI LOCAL GOVERNMENT AREA, ADAMAWA STATE NIGERIA

Futuless K. N[*].& Deborah, U. N. [†]

Abstract

This study investigated the effects of different intra-row spacings on the growth and biomass production of kenaf during the 2024 rainy season at the Food and Agricultural Organization/Tree Crops Programme (FAO/TCP) of the Department of Crop Science, Faculty of Agriculture, Adamawa State University, Mubi, Nigeria. The experiment was conducted in a Randomized

Complete Block Design (RCBD) with three replications, tested four intra-row spacing treatments (60 x 20 cm, 60 x 30 cm, 60x40 cm, and 60 x 50 cm) to determine optimal spacing for kenaf growth in the North Guinea Savannah. Parameters measured included plant height, number of leaves, fresh plant weight, and dry matter weight at harvest. Results showed that wider spacing particularly 60 x 40cm, significantly influenced early growth indicators such as plant height and number of leaves at 3 weeks after sowing (WAS) However, these differences diminished at 9 WAS, with plant characteristics becoming statistically similar across treatments. Fresh and dry matter weights were higher in the wider spacing treatments (60 x 40 cm and 60 x 50 cm) but did not show statistically significant differences. The treatments produced 829.7g and 729.8g values above other treatments. The findings suggest that kenaf plants can adapt to various intra-row spacings without substantial effects on final yield, implying that farmers in Mubi may not need to prioritize specific intra-row spacing for optimal kenaf production. These insights support adaptable kenaf cultivation practices in similar agro-ecological zones.

Key words: Intra-row spacing, Growth, Yield, Kenaf

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THE ROLE OF COGNITIVE FLEXIBILITY IN NAVIGATING ENTREPRENEURIAL UNCERTAINTY AND FOSTERING INNOVATION

Oladipo, Samuel Ekundayo, Owoyele Jimoh Wale* &; King-Oladipo Christianah Patience†

Abstract

Entrepreneurship is often situated within dynamic environments marked by significant uncertainty and rapid change. This study investigates the pivotal role of cognitive flexibility in helping entrepreneurs navigate these challenges and stimulate innovation. Cognitive flexibility, defined as the ability to adjust one's thinking and approach in response to new information andchanging circumstances, is posited as a fundamental predictor of entrepreneurial success. A quantitative approach was employed, utilizing a cross-sectional survey design. With a sample of 300 purposively and conveniently respondents, drawn from the population of entrepreneurs across various industries in Ogun State, Nigeria; data were collected using a validated questionnaire that assessed cognitive flexibility, entrepreneurial outcomes (including business growth, innovation, and resilience), and demographic information. This inquiry specifically examines how cognitive flexibility enables entrepreneurs to: Identify and exploit opportunities, by leveraging emerging market trends and adjust their business strategies in response to unexpected challenges. Navigate ambiguity and uncertainty, through the ability to entertain multiple possibilities and consider diverse perspectives which allows them to formulate contingency plans and mitigate risks effectively. Build resilient teams through the use of cognitive flexibility to promote a culture of adaptability within entrepreneurial teams, facilitating collaboration and the inclusion of various viewpoints to tackle obstacles. Ultimately, this study aims to provide empirical evidence regarding the relationship between cognitive flexibility and entrepreneurial success. Insights gained from this research could inform the design of training programs and interventions aimed at nurturing cognitive flexibility, thereby enhancing the capabilities of both aspiring and established entrepreneurs in their ventures.

Keywords: Cognitive Flexibility, Entrepreneurship, Innovation, Uncertainty, Adaptation, Resilience

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AN ASSESSMENT OF THE EFFECTIVENESS OF THE USE OF E-LEARNING IN IMPROVING DISTANT LEARNING SYSTEM AND ORGANIZATIONAL DEVELOPMENT IN GEOGRAPHY DEPARTMENTS IN COLLEGES OF EDUCATION IN ANAMBRA STATE

Ukora Nneoma Chigozirim[*]

Abstract

The effectiveness of e-learning in improving distant learning systems and organizational development in Geography departments of colleges of education in Anambra State, Nigeria, has become an essential focus in modern education. This paper aims at exploring the extent to which these two aspects have been enhanced by e-learning; both in terms of educational perspectives and in terms of enhancing the departments involved. The research employed descriptive correlational research design, involved 80 lecturers and students from selected colleges of education using structured questionnaire. The researcher-designed questionnaire was pilot tested and deemed reliable (Cronbach's alpha = 0.87). Descriptive and inferential statistics was also used on the data and this included correlation and regression analysis using Pearson coefficient. Hypothesis analysis results showed that e-learning has had notable effects with improved access to learning materials, increased student participation and flexibility of learning. An analysis of enhanced means showed that the organizational development responded positively to the improvements in administrative efficiency, collaboration in approach to teaching and opportunities for staff professional development.

The correlation study depicted a significant moderate positive relationship between e-learning and the variables of distant learning system improvement as well as the organizational development. These findings suggest that the effective integration of e-learning contributes to both academic success and the overall development of the departments. The study recommends enhancing e-learning infrastructure, teacher training programs, and addressing technical barriers to maximize its benefits in Geography departments across Anambra State.

Keywords: e-learning, distant learning, organizational development, Geography departments, colleges of education, Anambra State, Nigeria, educational technology

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IMPACTS OF CLIMATE CHANGE ON SUSTAINABLE DEVELOPMENT IN NIGERIA

Mohammed Yabagi[*]

Abstract

Climate change pose significant challenges to sustainable development in developing nations, where economic vulnerabilities and social inequalities are often most pronounced. This paper examines the multifaceted ways in which climate change disrupts sustainable development goals (SDG's) in these regions, particularly focusing on its effects on agriculture, water resources, health, and economic stability. The intersectionality of climate change and socio-economic factors also highlights the disproportionate impact on marginalized communities, further entrenching inequality and hindering social progress. By prioritizing climate challenges smart interventions and inclusive governance, developing nations can navigate the complexities of climate challenges while striving to achieve sustainable development objectives. This paper contributes to the broader discourse on climate justice and sustainable development, advocating for international cooperation and support mechanism tailored to the unique context of developing countries.

Keywords: Sustainable Development, Climate Change, Economic Vulnerabilities.

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THE IMPERATIVE OF DIGITAL ENTREPRENEURSHIP FOR WEALTH CREATION IN NIGERIA

Ndefo Ifeoma Comfort PhD, fnipr, [*]

Abstract

Digital entrepreneurship has become a transformative force in wealth creation, particularly in developing economies like Nigeria, where traditional business models face significant limitations. This study explores its role in driving economic growth, reducing unemployment, and addressing systemic barriers to wealth distribution. Employing a mixed-methods approach, it combines quantitative data on the performance of digital enterprises with qualitative insights from entrepreneurs, policymakers, and industry stakeholders. Grounded in Schumpeter's Theory of Innovation and Institutional Theory, the study identifies key drivers such as mobile technology adoption, the rise of e-commerce platforms, and fintech innovations, which have expanded market access and financial inclusion. However, challenges like inadequate digital infrastructure, regulatory hurdles, and limited digital literacy constrain the sector's measurability. The study argues that overcoming these challenges through strategic policy interventions, investments in digital education, and public-

private partnerships is crucial to unlocking digital entrepreneurship's full potential. By addressing these barriers, Nigeria can accelerate wealth creation, reduce income inequality, and achieve sustainable economic development. This research contributes to the discourse on digital transformation in emerging markets, offering practical recommendations for stakeholders seeking to solidify growth.

Keywords: Digital entrepreneurship, wealth creation, Nigeria, economic growth, digital transformation, fintech..

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A CRITICAL ANALYSIS OF THE RELATIONSHIP BETWEEN ENTREPRENEURSHIP SKILLS AND BUSINESS SUSTAINABILITY: A STUDY OF SELECTED SMALL BUSINESSES IN ENUGU METROPOLIS, NIGERIA.

Achilike I Nicholas Ph.D[*] and Joy Ugwu Ph.D[†]

Abstract

The study focuses on the connection between business sustainability and entrepreneurship skills. Small and medium-sized business sustainability suffers greatly by the approach and procedure used to detect the entrepreneurial skill gap in the majority of organizations. This study therefore, was designed to critically analyze the relationship between entrepreneurship skills and business sustainability, with a focus on how effective leadership skills, creativity, risk-taking and affect the growth of small and medium-sized businesses. The population of the study was 1,648 and a sample size of 313 was drawn. The data analyses were carried out using the Statistical Package for the Social Sciences (SPSS), while the Pearson product- movement correlation coefficient and the one-sample test were used to test the hypotheses formulated in the study. Findings from the study reveal that the relationship between effective leadership and business sustainability was high as indicated by the two variables, (r=.343, p < .000) Also, the level of impact of creativity on business sustainability was low, (r =.725, p > .020).Pearson collection coefficient confirms this assertion. The Pearson product-movement correlation result attests to the considerable degree to which taking risks impacts a company's capacity to survive, (r =.998, p < .000).). Similarly, there was a very strong positive relationship between innovative ideas and business sustainability as indicated by Pearson Correlation coefficient (r =.908, p < .000). Based on the findings, the study concludes that when the right skills are acquired, implemented on a daily basis and also taught to their workers, it will create a high chance of sustainability among small and medium enterprises. Finally, it is recommended that entrepreneurs should take into consideration that the creativity, risk taking, innovation, effective leadership and strategic thinking arises in the shape of concepts, business ventures, technological advancements, or inventions, managers should give top attention to any problem relating to creativity.

Keywords: Entrepreneurial Skills and Business Sustainability

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THE DIGITALIZATION PARADOX: HOW COGNITIVE BIASES AND HEURISTICS INFLUENCE ENTREPRENEURIAL DECISION-MAKING IN THE DIGITAL AGE

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Abstract

The rapid pace of digitalisation has transformed the entrepreneurial landscape, offering opportunities for growth and innovation.

However, this digital revolution also introduces new cognitive challenges, as digital entrepreneurs navigate the challenges of information overload, algorithmic decision-making, and virtual communication. This study investigates the complex relationship between digitalisation and entrepreneurial decision-making, with a specific focus on the role of cognitive biases and heuristics. A mixed-methods approach, combining surveys and in-depth interviews with digital entrepreneurs, was employed for data collection. With Regression Analysis data were analysed, and by integrating insights from cognitive psychology, entrepreneurship, and digitalization, the study reveals the paradoxical effects of digitalisation on entrepreneurial decision-making.

We find that while digitalization enhances access to information and resources, it also impairs decision making from the view point of cognitive biases and heuristics, ultimately influencing entrepreneurial performance. This study contributes to a deeper understanding of the digital entrepreneur dilemma, offering practical insights for entrepreneurs, policymakers, and educators seeking to harness the potentials of digitalization while mitigating its cognitive pitfalls. The study recommends developing targeted interventions and training programs to support digital entrepreneurs in overcoming cognitive biases and heuristics are provided

Keywords: Digitalization, entrepreneurial decision making, digital entrepreneurs, cognitive biases, heuristics

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ENTREPRENEURIAL ACHIEVED CHARACTERISTICS AND MICRO-SMALL BUSINESS PERFORMANCE IN ANAMBRA STATE, NIGERIA

Akwaeze, Emeka Alex PhD

Abstract

This study examines the impact of entrepreneurial achieved characteristics on the performance of micro-small businesses in Anambra State, with revenue growth as the dependent variable.

Guided by the Resource-Based View (RBV) Theory, the study explores how factors such as educational background, business training, work experience, motivation, leadership ability, and risk-taking behaviour influence revenue growth. Using a sample size of 353 respondents, data were collected through structured questionnaires and analyzed using simple percentages fordemographic profiling, mean and standard deviation for descriptive statistics, and the Error Correction Regression Model (ECRM) for hypotheses testing. Preliminary findings reveal that business training (β = 0.472, p < 0.05) and work experience (β = 0.389, p < 0.05) are the most significant predictors of revenue growth, while risk-taking behaviour has a weaker but positive impact (β = 0.201, p < 0.10). The demographic analysis shows that 64% of respondents have at least secondary education, with 58% possessing more than five years of business experience. The ECRM indicates that entrepreneurial characteristics account for 68% of the variance in revenue growth (R^2 = 0.68), confirming the critical role of human capital in driving business performance. The study concludes that entrepreneurial development programs focusing on skill acquisition and experiential learning are essential for enhancing small business growth. It recommends policy interventions to provide subsidized training and mentorship for entrepreneurs. These findings underscore the importance of investing in entrepreneurial capacity to foster economic growth, employment, and poverty reduction.

Keywords: Entrepreneurial Achieved Characteristics, Revenue Growth, Micro-Small Businesses, Resource-Based View, Anambra State

OBSTACLES AND MOTIVATORS FOR NIGERIAN ENTREPRENEURS ON DOMESTIC CONSTRUCTION COMPANIES

Buhari Mohammed Ardo [*] , Yahaya Saleh [†] and Salisu Muhammad Baba[‡]

Abstract

The Nigerian entrepreneurs on construction industry is structured according to economic units that create built environments and provide advisory services; these include housing developments, structures that support national development services, and objects that are part of technical infrastructures. As the industry outputs became increasingly in demand, entrepreneurs grew along various specializations. Despite the advancements in the sector and the improved ability of the banking sector to offer financial support, entrepreneurs appear to hold a dominant position on the African continent. Construction companies from both developed and developing nations are progressively entering the global construction market (GCM) to increase profits and survive the present economic downturn that is impacting their economies. The aim of this study is to identify the factors that promote and hinder Nigerian domestic construction companies (NDCC) growth into the GCM. Oral interviews, questionnaire administration, case studies, and literature reviews are the techniques to be employed. Funding organizations will use the study findings to determine particular areas of need in the research areas and potential collaboration or intervention opportunities in the Nigerian building sector. This is because of the potential to play a significant role in developing markets in Africa.

Keywords: Entrepreneurs, Obstacles, Construction Companies, Growth.

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EXPLORING THE IMPACTS OF BIOMEDICAL ENTREPRENEURSHIP ON SUSTAINABLE DEVELOPMENT: A COMPARATIVE STUDY OF MANAGEMENT STRATEGIES

Dr Dorcas Emmanuel Shehu[*]

Abstracts

Biomedical entrepreneurship plays a critical role in addressing global health challenges and advancing sustainable development. Biomedical entrepreneurship has surfaced as a key driver of innovation and sustainable development in the health care sector. However, the effect of biomedical entrepreneurship on sustainable development outcomes remains poorly understood. This paper aims to examine the impact of biomedical entrepreneurship on sustainable development, with emphasis on comparing management strategies employed by biomedical entrepreneur. This study used mixed method approach to examine the relationship between management strategies and sustainable development outcome in the biomedical entrepreneurship context. The findings of this study provides valuable insight for policy makers, practitioners, and scholars seeking to promote sustainable development through biomedical entrepreneurship

Key words: Biomedical entrepreneurship, sustainable development, management strategies, and comparative study,

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MODERATING EFFECT OF PERCEIVED ACCESS TO FINANCE ON THE RELATIONSHIP BETWEEN RISK- TAKING AND ENTREPRENEURIAL INTENTIONS AMONG UNDERGRADUATE STUDENTS IN KADUNA STATE UNIVERSITY

Abubakar Abdullahi[*]

Abstract

Entrepreneurial intention is becoming a rapidly progressing arena of study due to its importance in predicting entrepreneurial behavior and subsequent venture creation. However, there are growing concerns over the level of entrepreneurial intention formation. Consequently, this study examines the moderating effect of perceived access to finance on the relationship between risk-taking and students' entrepreneurial intentions. A survey and quantitative research design were employed in the study.

Primary data were collected through self-administered questionnaire distributed to the target respondents using simple random sampling technique. The data were collected from a sample of 212 out of a population of 467 students of the Faculty of Management Sciences, Kaduna State University, Nigeria. The data collected were analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) version 3. The finding reveals a significant role of risk-taking propensity in enhancing students' entrepreneurial intention. Perceived access to finance also has a statistically significant influence on students' entrepreneurial intention. Moreover, perceived access to finance has a significant moderating effect on the relationship between risk-taking and students' entrepreneurial intention. These results highlight the importance of policies and educational programs that promote risk-taking propensity and improve access to financial resources to foster entrepreneurial intentions among students.

Keywords: Entrepreneurial Intention, Risk-Taking, Perceived Access to Finance

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CHALLENGES FACED BY THE ENGINEERING INSTITUTIONS IN IMPLEMENTING ENTREPRENEURSHIP EDUCATION

Yekeen Najeem Adeniyi*

Abstract

This paper examines issues, challenges, or obstacles institutions face in integrating entrepreneurship into the engineering curriculum and the way forward or solutions for addressing resistance and resource constraints. Weak background in modern entrepreneur courses, deficient curriculum, lack of awareness, understaffed courses and use of in-experienced lecturers, ill- equipped entrepreneur development centres in tertiary institutions, unfavourable government policy, epileptic power supply are some of the challenges faced by the engineering institutions in implementing entrepreneurship education. Suggestions on how to salvage the situation include introducing more entrepreneurship courses in our schools and faculties and recruiting lecturers with good entrepreneurship, science and engineering experience to impart entrepreneurship skills and knowledge to students. Also, the Government is advised to create an enabling environment that allows fundamental education to occur by improving infrastructural facilities like power and water supply, upgrading the science and engineering facilities in our tertiary institutions and enacting laws to safeguard entrepreneurship practice. The paper concluded that entrepreneurship

education and training will improve the standards of our graduates in the World especially Nigeria, make them job creators rather than job seekers, and reduce the unemployment rate and poverty among citizens in Nigeria.

KEYWORDS: Entrepreneurship, Education, Curriculum, Institutions, Development, Challenges

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QUERCETIN FROM TECTONA GRANDIS AS A STRONG INHIBITOR FOR MILD STEEL IN ACIDIC ENVIRONMENTS: A COMPUTATIONAL APPROACH TO CORROSION INHIBITOR DESIGN

Samson Adehuga Omogbehin[*] , Emmanuel Folorunsho Olasehinde[†] , Matthew Ayorinde Adebayo[‡] & Jamiu Mosebolatan Jabar[§]

Abstract

The potential of Tectona grandis dye extract to inhibit mild steel corrosion in hydrochloric acid (1M HCl) using a combination of experiments and quantum chemistry was investigated. Weight loss, electrochemical techniques, and theoretical analysis were employed. Additionally, adsorption and thermodynamic properties were examined. The key goal was to understand how the structure of the extract components influences its corrosion inhibition performance on mild steel. The findings revealed that increasing the extract concentration enhanced its efficiency in preventing corrosion. Temperature played a contrasting role, with inhibition efficiency decreasing as temperature rose. Higher activation energy (Ea) values for inhibited solutions compared to uninhibited ones confirmed the temperature dependence. Positive values of ΔH 0 indicated an endothermic reaction. Spontaneous adsorption of the extract was suggested by negative ΔG 0 ads values. The adsorption process followed the Langmuir isotherm model.

Potentiodynamic polarization curves revealed mixed-type inhibition behavior. Furthermore, computational results suggested quercetin as the component within the extract with the strongest inhibitory properties. The close agreement between theoretical predictions and experimental results showcase the power of quantum chemistry in understanding how to prevent metal corrosion.

KEY WORDS: Corrosion, Mild Steel, Hydrochloric Acid, Quercetin, Corrosion Rate

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ENTREPRENEURSHIP EDUCATION IN NIGERIA: A CRITICAL REVIEW OF THE PAST FOR SELF-RELIANCE AND SELF-SUSTAINED DEVELOPMENT

Umar Zubairu PhD[*]

Abstract

Education is one central activity through which human resources of a country can be harnessed and developed. It is also through the total engagement of the productive capacity can a country ensure self-reliance and self-sustained development.

This paper explores the purpose, content, orientation and value of educational system in Nigeria within a historical context. The objectives are to trace the root of the current crises in the educational system in general and the challenges facing entrepreneurship education in particular well as how it can be handled. The historical and analytical method was employed based on primary and secondary sources. The paper reveals that historically Nigeria has a rich culture of entrepreneurship in the pre-colonial era when the various socio-political groups engaged in different trades and crafts such as woodwork, pottery and blacksmithing that were integrated in the indigenous education. It also shows that colonial education neglected entrepreneurship education. After independence, the Nigerian government has emphasized the importance of entrepreneurship education. This was done through the review of the curricula of secondary schools and tertiary education and incorporating entrepreneurship education. This is further reinforced by the establishment of government agencies like National Directorate for Employment (NDE) and Small and Medium Scale Enterprises Development Agency of Nigeria (SMEDAN) to provide fund, mentorship and resources for aspiring entrepreneur in Nigeria. The paper shows that the teaching and learning of entrepreneurship is faced with a series of challenges ranging from unqualified teachers, poor funding and lack of sufficient instructional materials.

Recommendations are offered on how the obstacles will be solved, among which are the change of perceptions and attitude as well as the inculcation of a culture of innovation, creativity and self-reliance to students.

Keywords: Enterprises, initiative, creativity, skills, self-employment.

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SCALING-UP HOMEGROWN INNOVATIONS FOR ENGINEERING ENTREPRENEURSHIP IN THE CONTEXT OF AFRICA'S INDUSTRIALIZATION AGENDA 2063

Edwin Albert Umoh[*]

Abstract

Leveraging disruptive technology tools coupled with strategic policies to scale up technological innovations in Technical and Vocational Education and Training (TVET) institutions is a smart way to fast-track the goal of technological self-reliance and industrialization in Africa in the long run, and rev up entrepreneurial capability and capacity in Nigeria. Technological innovations domiciled in TVET institutions in Nigeria have remained largely in their prototypical states due to the lack of state-of-the-art facilities and knowledge base essential to add competitive edges to their design forms, elegance, and appeals. Despite the proliferation of homegrown engineering innovations capable of serving Africa's primordial needs, especially in agriculture and food security, their importance and marketability have been hampered by human factors, policies, and prevailing education models in TVET institutions. In this paper, we discussed the strategic imperative of scaling up these innovations to make them competitive and marketable, prioritizing their adoption, and remodeling education cultures to fast-track the attainment of Africa's Industrialization Agenda 2063.

Keywords: Advanced manufacturing; Africa's industrialization agenda 2063; homegrown engineering innovation; technological innovation.

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IMPACT OF FINANCIAL RISKS ON STOCK RETURNS OF LISTED FINANCIAL SERVICES FIRMS IN NIGERIA

Dr Isuwa Dauda[*]

Abstract

Financial services firms perform the role of financial intermediation and as a result, they are exposed to financial risks. Financial risks involve capital risk, credit risk, market risk, and liquidity risk. The study examined the effect of financial risks on stock returns with controlling effects of firm leverage, firm size, firm growth. The population of the study consists of forty-Nine financial services firms listed in Nigerian Exchange Group (NGX) from 2007 to 2023. In arriving at the sample size of thirty-two (32) financial services firms, the purposive sampling technique was used. Data were sourced secondarily from the audited annual reports of financial service firms, Nigerian Exchange Group Plc fact book, and relevant financial services firms' websites. The study used ordinary least square model to regress data for financial risks and stock returns. The findings from the study revealed that capital risk and credit risk had significant positive impact on stock returns. While liquidity risk and market risk were found to be positively insignificant on stock returns. The study recommended that financial services firms should sustain adequate capital by increasing it periodically in order to build core capital that would absorb risk arising from operations. In addition, financial services firms should maintain and strengthen their existing credit risk models in order to contain and possibly reduce loan loss provision which adversely affect earnings and impact on stock returns

Keywords: financial risks, firm size, firm leverage, firm growth, stock returns

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THE ROLE OF TERTIARY INSTITUTIONS IN HARNESSING INDIGENOUS KNOWLEDGE FOR ADDRESSING PUBLIC HEALTH CRISES: A GLOBAL ENTREPRENEURSHIP PERSPECTIVE

Vera Ngozi Orajekwe[*]

Abstract

Health entrepreneurship is a dynamic and innovative field that combines healthcare and business principles to address pressing health challenges while fostering economic growth. It involves the development of novel healthcare solutions, products, and services through creative problem-solving through indigenous knowledge. The study therefore adopted descriptive survey research design to establish the ways in which the selected tertiary institutions in Anambra State- Nigeria include indigenous knowledge in public health interventions. Consequently, the study focused on academics who teach public health. A structured questionnaire, which has been checked for reliability (alphas = 0. 79) was used and circulated online using survey via Google tools and received 92 responses. Data were analyzed utilizing SPSS statistical software to employ descriptive and non-parametric methodology to compare and synthesize the findings of institutional types regarding their practice of indigenous knowledge by utilizing Kruskal-Wallis Test and Chi-Square Test. The research findings show that tertiary institutions have a significant function of incorporating indigenous knowledge into public health, strengthening the community, and fostering sustainable health entrepreneurship. Consequently, development of partnerships and cooperation between the institutions and the local communities is highly recommended due to efficient management of knowledge acquisition and implementation. This work stresses the need to embrace indigenous knowledge system as part of mainstream education and how knowledge from the system may benefit the enhancement of health entrepreneurship. The research discussion has broad international organizational implications, highlighting the importance of adopting contextually sensitive approaches to health issues.

Keywords: Tertiary Institutions, indigenous knowledge, Public Health Crises, health Entrepreneurship

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ASSESSMENT OF THE PROPERTIES OF CONCRETE MADE WITH STEEL SLAG PEBBLES AS PARTIAL REPLACEMENT OF FINE AGGREGATE

Abdurrahman Umar Nakazalle[*]

Abstract

One of the major challenges in our society is the protection of the environment. Some of the important elements in this respect are the reduction in the consumption of energy and natural raw materials and increase in the consumption of waste materials. In the present scenario of continues growth in population, rapid industrialization, the rate of discharges of pollutants into the atmosphere has increased. In Nigeria, slag is one of the industrial wastes which is not being used properly and is been disposed in landfills. Improving slag utilization in concrete could be an important way to resolve these problems. This research deal with the assessment of the properties of concrete made with electric arc furnace steel slag pebbles as partial replacement of fine aggregate. The grade 20 concrete was designed using (DOE) mix designed method; the fine aggregate was replaced with the steel slag pebbles in steps of 20% up to 100%. Result for the study shows that steel slag reduces the workability and increases the setting time of the concrete as the percentage of steel slag pebbles was increased. Both the compressive and tensile strengths of the concrete were higher for the steel slag pebbles at 60% replacement of fine sand with increment of 4% and 26% then the control. Therefore 60% slag pebbles should be used in replacement of fine sand in concrete production for the improvement of the concrete strength as well as reducing the effects of dumping industrial waste materials in the Environment.

Key Words: Concrete, Steel Slag Pebbles, Compressive Strength, Tensile Strength

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ENTREPRENEURIAL ORIENTATION AND ITS IMPACT ON SUSTAINABLE FINANCIAL REPORTING

Abdulrahman Shettima

Abstract

Entrepreneurial Orientation (EO) has become a critical factor in shaping sustainable financial reporting practices, as firms seek to balance profitability with social responsibility. This paper explores the relationship between EO and sustainable financial reporting, emphasizing how innovation, risk-taking, proactiveness, and autonomy influence corporate sustainability practices and transparency in financial disclosures. By leveraging grounded theories and contemporary perspectives on sustainable development, the study highlights the role of EO in fostering more comprehensive reporting frameworks that integrate environmental, social, and governance (ESG) metrics alongside traditional financial data. The paper argues that organizations with a strong EO are more likely to embrace innovative reporting practices, take calculated risks in disclosing future-oriented sustainability metrics, and adopt proactive strategies to meet emerging global sustainability demands. The findings offer valuable insights for academics, policymakers, and practitioners aiming to enhance financial reporting standards and promote sustainable business practices in an evolving global economy.

Keywords: Entrepreneurial Orientation, Sustainable Financial Reporting, Innovation, Risk-Taking, Corporate Social Responsibility, Environmental, Social, and Governance (ESG), Sustainability, Financial Disclosure

ENHANCING ARTIFICIAL INTELLIGENCE USING GPS AS A MEANS FOR ORGANISATIONAL DEVELOPMENT IN COLLEGES OF EDUCATION IN SOUTH EAST, NIGERIA

Theresa Nwakaego Nwoye*

Abstract

Artificial Intelligence (AI) and Global Positioning System (GPS) has an impacting role in improving the organizational development especially for the educational management because it offers efficiency and innovation. In Colleges of Education in South-East Nigeria, implementations of GPS applications that are driven by Artificial Intelligence maintain an accurate database, allocation of resources and decision-making. This study adopted a descriptive research design to examine the relationship between AI-GPS integration and organizational development in these colleges. The respondents included 120 administrative staff, faculty members, and students, from which a stratified random sampling technique was used. A standardised, piloted questionnaire was used with question validity established by consultancy with medical experts and test-retest reliability (Cronbach's alpha = 0.87).

Descriptive and inferential statistical tests were used as data analyses techniques, with the help of SPSS, to identify the effects of AI-GPS technologies on organisational outcomes. The study reveals that adopting AI-GPS systems significantly enhances administrative efficiency, campus navigation, and resource optimization. Nevertheless, some of the limitations pointed out included insufficient technological support, lack of technological skills, and organizational opposition to the use of information technology. It is suggested that these challenges should be met by increasing organizational capacity for AI and GPS utilization as well as by engaging with stakeholders and developing technological support to achieve the maximum impact of these technologies on the organizations' development.

Keywords: Artificial Intelligence, GPS, organizational development, Colleges of Education, technology integration.

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ENTREPRENEURSHIP EDUCATION AND DIGITAL ECONOMY: A PANACEA FOR SUSTAINABLE ECONOMIC DEVELOPMENT IN NIGERIA.

Patrick Inalegwu Eche (Ph.D)[*]

Abstract

As Nigeria teeters on the brink of economic uncertainty characterized byd insecurity, brain drain, hunger, corruption and climate change, a quiet global revolution is brewing exploiting the transformative power of entrepreneurship education and digital economy to catapult the nation into a future sustainable prosperity. A country of over 200m citizens living on less than 2 dollars per day, where poverty takes the center stage, deserves aggressive innovative economic approach than the traditional models of economic development. The paper, entitled "Entrepreneurship Education and Digital Economy: A Panacea for Sustainable Economic Development in Nigeria" is poised to explore the potential of entrepreneurship education and digital economy as panacea for sustainable economic development in Nigeria. The paper, also identified and discussed job creation, innovation, economic diversification and improved livelihood, as some of the benefits resulting from diffusion between entrepreneurship education and digital economy. The paper, further highlighted limited access to education, inadequate funding, curriculum relevance, scalability, systemic barriers as some of the challenges associated with entrepreneurship education and digital economy. Recommendations were made for policy makers, entrepreneurs and educators on how to mitigate the challenges and harness the potentials of entrepreneurship education and digital economy for sustainable economic development in Nigeria.

Key words: Entrepreneurship education, Digital economy, Sustainable economic development.

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GEO-ECOLOGICAL ENTREPRENEURSHIP: LEVERAGING INNOVATION AND CREATIVITY FOR SUSTAINABLE ENVIRONMENTAL MANAGEMENT IN APA LGA OF BENUE STATE, NIGERIA

Elisha Ikpe (PhD)[*]

Abstract –

The escalating pressure on natural resources and ecosystems necessitates innovative approaches to environmental management. Geo-ecological entrepreneurship (GEE) and entrepreneurial strategies offers a promising framework for sustainable environmental management. This study investigates the role of innovation and creativity in GEE, highlighting successful best practices that demonstrate the potential for environmentally conscious businesses to drive sustainable development while promoting ecological resilience. This study adopted a descriptive survey research design. The population comprised selected geo-entrepreneurs in Apa LGA, Nigeria. A multistage sampling technique was used to select six communities and 10 entrepreneurs were drawn from each community using convenient sampling, totaling 60 geo-entrepreneurs. Data collection instruments included a self-structured questionnaire (Geo-Entrepreneurs' Perception Questionnaire, GEPQ) and an interview guide (Geo-Entrepreneurs' Perception Interview Guide, GEPIG). Face and content validity were established and reliability was determined using Cronbach's Alpha (GEPQ = 0.76, GEPIG = 0.82). The results show that human activities have significantly impacted the natural environment and GEE have a positive impact on environmental sustainability. This study contributes to the theory of GEE, highlighting its significance for managers to understand how to leverage GEE in green innovation development. The findings emphasize the importance of innovation and creativity in GEE and promoting sustainable environmental management. The study recommended that geo-entrepreneurs should be encouraged to adopt sustainable practices and develop policies supporting GEE and environmental sustainability.

Keywords: Creativity; Ecological resilience; Geo-ecological entrepreneurship; Innovation; Sustainable environmental management.

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INFLUENCE OF BUSINESS PRACTICES ON CLIMATE CHANGE MITIGATION AND SUSTAINABLE URBAN DEVELOPMENT IN NIGERIA

Dr. Stephen Maren[*]

Abstract

As the country grapples with rapid urbanization and environmental challenges, businesses play a pivotal role in addressing these pressing issues. Thus, this study investigates the influence of business practices on climate change mitigation and sustainable urban development in Nigeria.

The study will unveil how corporate strategies, resource management and production processes contribute to alleviating environmental degradation. However, it evaluates the adoption of sustainable business practices such as green technologies, corporate social responsibility (CSR), and environmentally conscious policies and their impact on climate resilience. The need for Nigerian businesses to integrate climate-friendly practices into their operational frameworks is paramount. The study will identifies barriers such as lack of awareness, insufficient regulatory enforcement and economic constraints that hinder businesses from fully embracing climate change mitigation strategies. Ultimately, the study argues that businesses are key drivers of change in combating climate change and promoting sustainable urbanization in Nigeria. By collaborating profit-oriented objectives with environmental stewardship, businesses can contribute significantly to achieving Nigeria's climate goals and improving the quality of life in urban areas. The findings will provide valuable insights for policymakers, business leaders and stakeholders to design effective interventions that harmonize economic growth with environmental sustainability.

Keyword: Business Practices, Climate Change Mitigation, Sustainable Urban Development, Nigeria.

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EXPLORING GENERATIVE ARTIFICIAL INTELLIGENCE ADOPTION PREPAREDNESS AMONG MANAGERS OF RICE PROCESSING MILLS: A CASE OF NIGERIA

Usman Yahaya, Ph.D[*]

Abstract

The integration of Generative Artificial Intelligence (AI) is transforming industries worldwide, including agriculture and food processing. This study explores the preparedness of managers in rice processing mills in Nigeria to adopt generative AI technologies. It examines the digital competencies required, the management challenges faced, and the role of professional development programs in addressing these gaps. Using qualitative methods, data were collected through semi-structured interviews with managers in the sector. The collected data was then analyzed with the aid of thematic analysis to reach the findings. The findings reveal a mixed level of AI familiarity and confidence, with significant barriers including limited digital infrastructure, inadequate training, and resistance to change. The study highlights the need for tailored capacity-building programs, strategic investment in AI infrastructure, and stakeholder engagement to enhance adoption preparedness. This research contributes to the growing discourse on AI adoption in developing economies and provides actionable recommendations for policymakers and industry stakeholders.

Keywords: Generative Artificial Intelligence, AI familiarity, digital competence, management knowledge

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INFLUENCE OF INDIGENOUS LANGUAGE PROMOTING ENTREPRENEURIAL ORIENTATION FOR SUSTAINABLE DEVELOPMENT IN NIGERIA

Oyetade Joel Olalekan*

Abstract

The role of language as a tool for communication, cultural preservation and knowledge dissemination is critical in fostering entrepreneurial skills and attitudes within local communities. Indigenous languages as carriers of traditional wisdom and localized economic practices have the potential to bridge communication gaps and enhance the transfer of entrepreneurial knowledge tailored to the socio-cultural realities of the Nigerian populace. On these basis, this study investigates the influence of indigenous language on promoting entrepreneurial orientation for sustainable development in Nigeria. Thus, the use of indigenous languages in entrepreneurial education, training and policy-making can empower individuals particularly in rural and underserved areas to develop innovative solutions to local challenges.

The study will unveil the interplay between linguistic inclusivity and the promotion of sustainable development goals which emphasises the need to integrate indigenous linguistic resources into formal and informal entrepreneurial frameworks. The study will demonstrate that embracing indigenous languages in entrepreneurial orientation fosters community participation, strengthens cultural identity and drives sustainable economic growth, by advocating for a multilingual approach to entrepreneurship education, one that recognizes and harnesses the rich linguistic diversity of Nigeria as a catalyst for sustainable development.

Keyword: Indigenous Language, Entrepreneurial Orientation, Sustainable Development, Nigeria.

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INTEGRATING ENTREPRENEURIAL SKILLS INTO EARLY CHILDHOOD EDUCATION IN NIGERIA

Abdullahi Hussaini*

Abstract

The integration of entrepreneurial skills into Early Childhood Education in Nigeria has become increasingly important in fostering self-reliance and economic sustainability. This strategies of incorporating entrepreneurial education skills at the foundational level of ECCE learning will help them in future prospect. Recognizing that the early years are critical for shaping lifelong attitudes and capabilities, This study will look at how early exposure to entrepreneurial concepts can cultivate creativity, problem-solving and a proactive mindset among young learners. The role of curriculum design in embedding entrepreneurial activities, teacher training for effective implementation and the importance of aligning entrepreneurial education with Nigeria's national development goals will assist in producing young learner with skill acquisition for sustainable development in Nigeria. Practical examples of age-appropriate entrepreneurial activities such as teamwork projects, creative arts and basic financial literacy will be presented to illustrate how young learners can develop skills such as resourcefulness, innovation, and resilience. The study will address the challenges of inadequate funding, limited resources and a lack of policy support for ECCE development. Ultimately, equipping children with entrepreneurial skills early, Nigeria can nurture a generation of innovative thinkers and contributors to its socio-economic transformation. This initiative not only enhances the relevance of education but also prepares children for future opportunities in an increasingly dynamic and competitive world.

Keyword: Entrepreneurial Skills, Early Childhood, Education, Nigeria

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EMPOWERING FUTURE LEADERS: THE ROLE OF ENTREPRENEURSHIP EDUCATION ON SUSTAINABLE ECONOMIC GROWTH

Chiekezie Chimaobi Johnson[*]

Abstract

This study explores the pivotal role of entrepreneurship education in empowering future leaders and fostering sustainable economic growth. As economies worldwide face challenges such as unemployment, poverty, and environmental degradation, entrepreneurship education emerges as a critical tool for equipping individuals with the skills necessary to innovate and create value. Through a comprehensive literature review and analysis of case studies, this research highlights how entrepreneurship education not only enhances employability and self-reliance among youth but also aligns with the United Nations Sustainable Development Goals (SDGs), particularly in promoting quality education and decent work.

The findings reveal that effective entrepreneurship programs can cultivate a mindset of social responsibility and sustainability, enabling entrepreneurs to address pressing global challenges while driving economic progress. However, the study identifies significant barriers to implementing these educational initiatives, including institutional constraints and resource limitations. To overcome these challenges, the research offers actionable recommendations for policymakers, educational institutions, and industry stakeholders aimed at enhancing the effectiveness of entrepreneurship education.

Ultimately, this study underscores the necessity of integrating sustainability into entrepreneurship curricula as a means to empower future leaders who can navigate complex economic landscapes and contribute positively to society. The insights gained from this research provide a foundation for further exploration into the intersection of education, entrepreneurship, and sustainable development.

Keywords: entrepreneurship education, sustainable economic growth, empowering future leaders, entrepreneurial mindset

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ACCOUNTING ENTREPRENEURSHIP MANAGEMENT: A PARADIGM FOR ECONOMIC DEVELOPMENT

Ekele Philip Simon[*]

Abstract

The dynamic business environment necessitates innovative approaches to accounting and entrepreneurship management to sustain economic growth. This study examines the synergy between accounting principles and entrepreneurial management practices as a driver for sustainable development, particularly in emerging economies. Utilizing a mixed-methods approach, the research integrates qualitative case studies of successful accounting entrepreneurs with quantitative analysis of their economic contributions. The findings highlight key strategies, including effective financial planning, risk assessment, and leveraging technology for operational efficiency. Moreover, the study underscores the role of accounting education in fostering entrepreneurial competencies. The implications suggest a restructured curriculum to bridge the gap between theoretical accounting knowledge and practical entrepreneurship skills.

Recommendations include policy support for accounting-based startups and capacity-building initiatives to enhance entrepreneurial ecosystems. This paper contributes to the discourse on entrepreneurship as a catalyst for economic resilience and sustainable development.

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EVALUATING CONSERVATION OF BIODIVERSITY ENTREPRENEURSHIP FOR SUSTAINABLE TOURISM IN GASHAKA – GUMTI NATIONAL PARK – NIGERIA

Mohammed Saadu Dasin* **and Abubakar Bashir†**

Abstract

Tourism entrepreneurship identifies, evaluates, and explores opportunities that create new tourism businesses.

However, most of our national parks were limited in exploring and evaluating the nexuses between the Conservation of Biodiversity and development of sustainable ecotourism in relation to the host communities as entrepreneurs. This study explores the connection between the Conservation of Biodiversity and development of sustainable ecotourism in the Gashaka National Park. Data for the study was collected from 450 randomly selected respondents from selected communities, and Gashaka – Gumti National Park. The Data was analysed using a proportionate statistics and results were presented as percentage, frequency tables and plate. The study shows almost 80% were admitted to be conversant with the importance of the National Park. About 75% of the respondents have over 60% of their monthly income derived from participation in the ecotourism activities in the park and almost 80% of the respondents perceived Gashaka -Gumti National Park as a major pull factor that is responsible for infrastructural development across the communities Based on the findings, some recommendations were made which include enhancement of community participation on biodiversity conservation, provision of complementary infrastructure to develop ecotourism among others.

Keywords: Biodiversity, Conservation, Perception, Community Participation.

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HUMAN RESOURCE ENTREPRENEURSHIP MANAGEMENT IN AFRICA: A QUALITATIVE APPROACH

Dr. Inuwa Abdu Ibrahim[*]

Abstract

This paper explores the dynamics of human resource entrepreneurship management in Africa through a qualitative approach, focusing on the unique challenges and opportunities faced by HR managers in the region. The study examines how human resource practices align with entrepreneurial strategies to foster growth and innovation in African businesses.

Drawing on in-depth interviews with HR professionals and entrepreneurs across several African countries, the research identifies key factors such as resource constraints, cultural nuances, and organizational adaptation that influence HR strategies in entrepreneurial settings. The findings highlight the significance of leadership, talent management, and employee engagement in sustaining entrepreneurial ventures, as well as the need for tailored HR policies that reflect the socio-economic realities of African nations. Ultimately, this study contributes to a deeper understanding of how HR can support entrepreneurship in Africa and provides practical insights for enhancing HR strategies in entrepreneurial organizations.

Keywords: Human Resource, Entrepreneurship, Management, Africa, Qualitative

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UNSYSTEMATIC RISK AND FINANCIAL PERFORMANCE OF LISTED DEPOSIT MONEY BANKS IN NIGERIA

Dr. Murtala Abdullahi

Abstract

The study investigated the effect of unsystematic risk on financial performance of listed deposit money banks in Nigeria for the period 2015 to 2023. Secondary data was extracted from the financial statements of the thirteen banks that make up the population of the study. Unsystematic risk as an independent variable of the study was proxied by deposit risk, liquidity risk and capital adequacy risk, while return on equity was used to represent financial performance as dependent variable of this study.

This study adopted generalized least square random effect multiple regression technique in analyzing the data. The findings of the study show liquidity risk and capital adequacy risk has positive significant influence on financial performance. This study recommended that banks' management should continue to manage their liquidity risk and capital adequacy risk in their banks efficiently and effectively in line with the directive of regulatory authorities, since the findings of the study show liquidity risk and capital adequacy risk has positive significant impact on banks' financial performance.

Keywords: Deposit Risk, Liquidity Risk, Capital Adequacy Risk, Financial Performance and Portfolio Theory

HUMAN RESOURCE ENTREPRENEURSHIP MANAGEMENT FOR EDUCATION SUSTAINABILITY

Mngusuur Jam, Ph.D[*]

Abstract

In this era of fast-growing technologies, economic meltdown, social injustice and global challenges. Entrepreneurship has become imperative for sustainable education development. This paper explores educational sustainable developmental practices such as innovative and creative thinking (cognitive abilities), positive mindset, personnel development and organizational structures. Human resource management (HRM) is crucial in aligning human and material resources to create a positive way of bringing lasting impacts for effective and efficient educational sustainability. Human resource management (HRM) fosters entrepreneurship management and educational sustainability. It enhances creative and innovative processes that bear change and lasting solutions to the education system for sustainable developmental practices. Human resource management (HRM) appreciates people in their work environment whose wide range of potentials, influences, talents and productive capacities aim them skills and strategies to motivate and encourage entrepreneurship management. They are personnel who seek investment opportunities to run an effective economic enterprise that will involve policies that will enhance social relationships among members of the organization. This promotes sustainable educational stuff and cultural practices to improve educational resilience and achieve sustainable development.

Keywords: Human resources, Material resources, Entrepreneurship, Sustainable development, sustainability

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ENTREPRENEURIAL NUTRITION AND THE NIGERIAN PENSIONERS: EXPLORING WAYS OF IMPROVING POST RETIREMENT LIFE

LUKA, Nathaniel B. Gimba, PhD[*]

Abstract

Retirement is often seen as a moment that signifies a person's departure from active duty, the end of a familiar pattern of living and the beginning of a new way of living. This is the point at which workers must permanently leave the workforce in order to get ready for their golden years. While in some clime, this period heralds a time to relax and enjoy all that one needs to live the rest of his/her life; it is a nightmare to most Nigerian retirees. Most pensioners in their post-retirement lives are not idyllic because they did not adequately prepare or plan for it. In addition to this, entering the professional world at retirement is a herculean task if one is not prepared. The need to acquire an entrepreneurial skill in today's global world cannot be overemphasized. One of these entrepreneurial skills is in the field of nutrition education. The study examines the impact of entrepreneurial nutrition on Nigerian pensioners. This paper will go into great detail on how to find and take advantage of nutrition-related entrepreneurial opportunities for long-term financial stability after retirement. More so, it will discuss some of the difficulties in developing entrepreneurial skills in the field of nutrition. The historical methodology of research was adopted by the researcher and this involved the analysis of primary, secondary and tertiary sources of data. In this regard, a number of oral interviews were conducted. Information was also sourced from the internet as well as from books and journals. The paper, therefore recommends that, with effect from retirement, proper planning by way of acquiring entrepreneurial nutrition skill will alleviate the negative impacts of post-retirement trauma such as inadequate income, high cost of living, all of which may lead to depression, and bad health. It is hoped that the information provided in this paper will educate pensioners on the need to receive adequate training on entrepreneurial nutrition which will better equipped them to build a solid foundation that will allow them to support their families in the future.

Keywords: Entrepreneurial Nutrition Skill, Nigeria, Pensioner, Post-retirement

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INFLUENCE OF ECONOMICS EDUCATION IN PROMOTING SUSTAINABLE ECONOMIC DEVELOPMENT THROUGH ENTREPRENEURSHIP IN NIGERIA

Obaizamomwan Iredia David*

Abstract

Economics education plays a pivotal role in fostering sustainable economic development. Economics education equip individuals with the knowledge, skills and attitudes necessary for entrepreneurial success. In Nigeria where economic challenges such as high unemployment rates and poverty persist, entrepreneurship emerges as a critical tool for addressing these issues and driving inclusive growth. This study investigate the influence of economics education in promoting sustainable economic development through entrepreneurship in Nigeria. The study unravel the contribution of economics education in developing entrepreneurial competencies, fostering innovation and encouraging self-reliance among students. It explores how curricula, teaching methodologies and policy frameworks within the educational system can be aligned to enhance entrepreneurial awareness and capabilities. The study emphasizes the potential of entrepreneurship education to stimulate job creation, reduce dependency on white-collar employment and encourage resource optimization, this thereby will support the broader objectives of sustainable development. By examining the interplay between economics education and entrepreneurship, the study will provide recommendations for strengthening educational practices and policies to maximize their developmental impact. The findings emphasize the need for interdisciplinary approaches, public-private partnerships and continuous curriculum reforms to bridge the gap between theoretical knowledge and practical entrepreneurial application.

Keywords: Economics education, sustainable economic development, entrepreneurship, Nigeria

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BIBLICAL PERSPECTIVES ON WEALTH CREATION AND THEIR APPLICATION TO MODERN ENTREPRENEURSHIP IN NIGERIA

Dr. Jamberlang Abraham Ray*

Abstract

This study investigates the biblical perspectives on wealth creation and their application to modern entrepreneurship in Nigeria. Drawing from scriptural principles and contemporary entrepreneurial practices, the research will examine how biblical teachings on diligence, generosity and ethical conduct can inform and inspire entrepreneurial activities in a rapidly evolving Nigerian economy. The study will utilize descriptive method to integrates quantitative data from surveys of Christian entrepreneurs and biblical exegesis. The study will focus on North central geopolitical zone of Nigeria where entrepreneurial activities are thriving. 230 individuals will be randomly sampled for the study. The instrument for data collection will be self-structured questionnaire. Statistical tool such as mean score and standard deviation will be used for data collection. The study aims to achieve the following; that many Nigerian entrepreneurs draw moral and ethical guidance from biblical principles which significantly influence their business practices and decision-making. Faith aids in overcoming challenges; community-focused business models reflect biblical communalism; entrepreneurial goals in conjunction with Christian service and societal betterment. Ultimately, offering practical recommendations for entrepreneurs, church leaders and policymakers to utilizing biblical perspectives for fostering sustainable and ethically-driven entrepreneurship. These study will contribute to the discourse on faith-based approaches to wealth creation by provide a framework for integrating spirituality with economic development in Nigeria and beyond.

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ENHANCING SOCIAL MEDIA SECURITY USING TWO FACTOR AUTHENTICATION (2FA)

Dr. Salim Ahmad[*], Dr. Sanjeev Kumar[†] & Muhammad Hamza Adam[‡]

Abstract

Security and privacy issues are major concerns for the users of social media across the globe, several cases of accounts hacks, unauthorized accesses, breaches in privacy are what is seriously affecting the users of social media. Although, there is no perfect solution to these security and privacy vulnerabilities, researchers havedeveloped many methods to reduce the issues associated with security and privacy in social media. In this research we proposed ways of enhancing the security in Social Media using Two Factor Authentication (2FA) using a review methodology.

2FA significantly increases social media security by adding an extra layer of protection. The multi-factor authentication method requires users to verify their identity through a second factor, like a code One Time Password (OTP) sent to their phone or a biometric scan, in addition to their password. This method makes it significantly difficult for unauthorized users to access accounts, even if they know the password. Solutions were provided as well as recommendation to enhance the social media security generally.

Keywords: Social media, Cyber Security, Data Privacy, Two Factor Authentication (2FA) and Identity Verification.

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RE-ENGINEER ENTREPRENEURSHIP EDUCATION THROUGH LITERACY EDUCATION: IMPLICATIONS FOR POVERTY REDUCTION AND SUSTAINABLE ECONOMIC DEVELOPMENT IN 21ST CENTURY, NIGERIA.

Benard Ojobor, PhD[*]

Abstract

The paper ex-rayed the unemployment situation in the 21st Century and Nigeria in particular. Efforts being made globally in relation to sustainable development goals to overcome this problem. This paper reviewed the concept of entrepreneurship and how it can be achieved through literacy and functional education and how it can be re-engineer via literacy education to reduce poverty and youth unemployment in order to improve the standard of living in line with Sustainable Development Goals' objectives. Some entrepreneurship education strategies have also been identified and this can be adopted to fight the menace. It also explored that, functional educational can foster entrepreneurship education positive mind set on the youths by shaping their attitude at early age. It is a catalyst for change, transformation and social economic development. Literacy enhances business enterprise and human resource development. The statistics are disgusting and may continue to increase if nothing is done to salve the situation. The higher rate of employment and poverty has been associated with the low level of entrepreneurial development in the country. Entrepreneurship has become the engine of economic growth and development.

It comes with dreams, visions and missions with desire motivation and commitment to success limitations. Therefore, the study looked into poverty reduction through literacy by re-engineering entrepreneurial education for sustainable development in Nigeria. It was recommended that government should integrate adequate entrepreneurship education on youth literacy programmes for skill acquisition towards self-reliance and more training center's on entrepreneurship education should be set in different areas of human endeavor's.

Keywords: re-engineer, entrepreneurial skills, literacy, poverty reduction, sustainable development and globalization.

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SOCIO-PRAGMATIC STUDY OF ENTREPRENEURIAL LANGUAGE IN SOCIAL MEDIA MARKETING: A PARADIGM SHIFT IN ACADEMIC DISCOURSE.

Abana, Chinenye Onyinyechukwu Helen[*] & Okey-Kalu, Ozioma Juliana[†]

Abstract

One cannot rule out the fact that the world has entered in the phase of global village. The social media is a formidable bridge connecting people of all works and space into a community of equality. Entrepreneurs have maximized the opportunity offered by social media to sell their goods and services. The innovative window opened through social media has made a conspicuous paradigm shift from the physical market to virtual market for enrepreneurs. The objective of this study is to investigate the rhetorics of social media entrepreneurs to determine how their choice of words, as it relates to their social environment affect their target audience.

Halliday's Theory of Systemic Functional Linguistics (SFL) and Aristotelian Rhetoric is employed to guide the study. This study made use of both primary and secondary data. For the primary data, 20 short videos from Facebook was randomly selected, and; descriptive analysis carried out to draw the research inferences.

Keywords: Entrepreneurs Social Media Aristotelian rhetoric's Systemic Functional Linguistics (SFL).

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IDENTIFYING AND MAPPING MALARIA-VULNERABLE AREAS IN DAMATURU TOWN-NIGERIA USING SATELLITE DATA

Zumo Isa Muhammad[*] *, Dasin Muhammad Saadu[†] and Kyari Modibbo Babagana[‡]

Abstract

Mapping is one of the entrepreneurships contributing to sustainable economic growth. Many maps center on administrative boundaries, land ownership, and resource exploration to mention a few. However, little attention was paid to disease mapping; specifically, malaria is one of the diseases common in Nigeria. This study uses satellite data and Geographic Information System (GIS) technology to map out vulnerable areas for mosquito breeding in Damaturu town Nigeria. It uses satellite data for September 2024 to identify and map out these favorable mosquito breeding areas using factors such as soil wetness, vegetation cover, gutters, temperature, and population density with assigned weights as 5, 5, 3, 4, and 4 respectively. The results were presented in five classes showing very high, high, moderate, low, and extremely low vulnerable areas. These results were validated statistically using the records of malaria cases from hospitals for each ward for the same month in the town. The maps produced by this study will be of great use to the health department in combating the malaria disease

Keywords: Mapping, Satellite data Mosquito, Malaria, Vulnerable areas,

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LITERATURE, TOOL FOR INNOVATION AND CREATIVITY IN ENTREPRENEURSHIP MANAGEMENT: A STUDY OF SELECTED NIGERIAN NOVELS

Ike Peace Adaobi*

Abstract

This paper examines the motivation, ingenuity and understanding in entrepreneurship management which could be harnessed through the exploration of literary works. The global shift to technological advancements, economic uncertainty and the need to address unstable customer preferences in already intense competitive businesses necessitated the outcry for creativity and innovation in entrepreneurship Management. This clamour cuts across every profession and literature is not left aside. Through the qualitative analysis of information primarily gotten from the texts of study, this paper highlights the vital need to think differently, take risks and initiate novel ideas so as to thrive in competitive business worlds. Chimamanda Ngozi Adichie's Americanah and Ikechukwu Asika's Journey in the Jungle are demonstrations of the various roles innovation and creativity play in entrepreneurship management. It concludes that growth, successes and stability in entrepreneurship depend mainly on the utilized tools of re-strategizing and creativity.

Key Words: Literature, innovation, creativity, entrepreneurship and management.

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ASSESSMENT OF HOSPITAL WASTE GENERATION AND MANAGEMENT SYSTEM IN SPECIALIST HOSPITAL POTISKUM, NIGERIA

Daki Mohammed Mohammed[*] *, Zumo Isa Muhammad[†] and Iliyasu Ishaku[‡]

Abstract

The management of waste is one of the innovations that contribute to economic development. However, hospital waste has become a critical issue as it poses potential health risks and damage to the environment, resulting in serious diseases. This research aims to identify the composition of the hospital waste as well as the method of hospital waste disposal and management system in a specialist hospital Potiskum Town, Nigeria. The social survey method was primarily used for the study.

Questionnaires were distributed randomly among the responders. Data was collected using questionnaires, field observation, interviews, and a review of the related literature based on hospital waste generation and management systems. The collected data was analyzed using frequency tables, and charts with the aid of Excel software. The results revealed that there were no adequate waste disposal tools in the hospital. Most of the waste disposal methods were by burning and open dumping. These led to environmental pollution and the spreading of diseases. This has a serious consequence on the environment and the

general populace. The study recommends the government provide the necessary tools and machinery for effective hospital waste management. There is also the need for hospital staff to be trained and retrained on waste disposal. The government should also establish and implement a law on hospital waste disposal strategies.

Keywords: Assessment, Waste Generation, and Management Systems.

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PRODUCTION OF SINGLE CELL PROTEIN FROM SUGAR APPLE PEEL USING SACCHAROMYCES CEREVISIEA

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Abstract

Single cell proteins are the dried cells of microorganisms, which are used as protein supplement n human foods or animal feeds. The increasing world demand for protein rich food led to the search for the formulation of alternative protein sources to supplement the conventional protein sources. SCP is one of the most important steps for this goal, and is an alternative and an innovative way to successfully solve the global food problem. Research on single cell protein has been stimulated by a concern over the eventual food crisis or food shortages that will occur if the world population is not controlled. Many scientists believe that use of microbial fermentations and the development of an industry to produce and supply single cell protein from agricultural waste are insufficient. The sample was washed under running tap water and oven dried for further treatment. The dried sample was pre-treated by grounding to a fine powder using mortar and by soaking the biomass in dilute sulphuric acid H2SO4 (2% v/v). This slurry was then subjected to high pressure steam at 121°C for 120 minutes. After pre-treatment, steam of autoclave was quickly released and the solid and liquid were seperated by filtration.

The solid fraction was dried and stored untill further use.The sugar apple peel gave a maximum growth of on the 7th day however, a fall in growth was observed on the 6th day. There was a higher yield of biomass compared to the YEPD medium which served as the control, having a constant increase in growth with a maximum cell density. It can be concluded from the results of this experiment that sugar apple peel is a good substrate for production of single cell protein and Saccharomyces cerevisiae can be used for large scale production of single cell protein which can be used as an enrichment for carbohydrates-based foods as animal feeds.

Key Words: Sugar, Biomass, Microorganisms, Fermentations, Food

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INCENTIVE AS A MOTIVATIONAL INSTRUMENT IN AUGMENTING WORKPLACE PERFORMANCE (A STUDY OF SHOPRITE STORE, ABUJA, NIGERIA

Odua Abdulfatah, PhD, ESQ.[*]

Abstracts

This study examined the incentive as a motivational instrument in augmenting workplace performance with reference to Shoprite Stores in the Federal Capital Territory (FCT), Abuja, Nigeria. The researcher used this descriptive research design to obtain the actual information.

The study use primary and secondary data. The population of the study area, is ninety-two (92) workers. The quantitative data produced from the survey was reduced to simple statistical technique of frequency as analytical instrument. This was adopted to make for the clarity and simplicity of the presentation. Chi-Square was used to test the null hypotheses formulated. The findings of the study also indicate that incentives creates a direct link between employee efforts and rewards, encouraging employees to strive for higher levels of productivity, customer service excellence, and sales performance. Again it was found out that periodic review performance data, such as sales figures, customer satisfaction scores, and productivity metrics, before and after the implementation of the incentive system. Based on the findings, the following recommendations have been made: There should Periodic review of performance before and after the implementation of the incentive system in an organization in order to know the exact incentives to introduce.

Keywords: collective bargaining, employee, incentive, motivation, performance, wages.

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RELIGIOUS IDENTITY AND ENVIRONMENTAL DEPLETION IN HELON HABILA'S MEASURING TIME

Ibrahim Sanusi Chinade, PhD[*]

Abstract

This paper explores the influence of humans on their environment as a result of hostile identity practice of Christianity and Islam.

Christians and Muslims, especially in northern Nigeria, display mutually hostile consciousness and identity that deplete their environment in their constant contest for heavenly relevance and perceived eternal reward. Therefore, this paper uses ecocriticism to examine the presentation of religious identity and the values of the environment in human existence in Helon Habila's Measuring Time. The paper discovers that Habila presents rural Keti community to stress the importance of the environment in the sustenance of humanity's living. The surrounding bushes and hills constitute a source of pride and living to the entire community irrespective of their religious identity. However, the rural tranquility of Keti was immediately disrupted and the environment depleted in the wake of mass human murder as a result of inter-religious crisis between Christians and Muslims of the community. Consequently, drought sets in and most largesse of nature was withdrawn from the community. The paper concludes that environmental consciousness needs to be created and included in the everyday teachings of both Christianity and Islam. Moreso, when violent religious eruptions are abstracted from the religions' claim to right religious identity and human progress.

Keywords: Identity, environment, nature, Christianity, Islam

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CATALYZING ECONOMIC TRANSFORMATION: LEVERAGING ENTREPRENEURIAL EDUCATION TO COMBAT UNEMPLOYMENT IN NIGERIA

Tobechukwu Francis Onwugbufor*

Abstract

Unemployment remains a persistent challenge in Nigeria, with alarming rates among youths and the teeming population.

This study explores catalyzing economic transformation by leveraging entrepreneurial education to combat unemployment in Nigeria. This paper asserts that entrepreneurial education is a critical tool for reducing unemployment, promoting economic growth, and fostering sustainable development in Nigeria. The study explores the intersection of entrepreneurship, education, and employment, highlighting the potential of entrepreneurial education to address Nigeria unemployment crisis. This study employed a mixed-methods approach, combining survey research (n=500) and case studies (n=10) of successful entrepreneurial education initiatives in Nigeria. The findings of the study revealed that entrepreneurial education significantly enhances entrepreneurial intentions and skills among Nigerian youths. The study concluded that by leveraging innovative entrepreneurial education programs, policy interventions, and partnerships, Nigeria can catalyze economic transformation, promote sustainable development, and create jobs for its burgeoning youth population. The study recommends amongst others that entrepreneurship centers and incubators should be established in all universities and communities across the country.

Keywords: Entrepreneurship, Entrepreneurial Education, Unemployment, Economic Growth, Sustainable Development.

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ENTREPRENEURIAL APPROACHES TO SUSTAINABLE ECONOMIC DEVELOPMENT: OPTIMISING WASTE MANAGEMENT STRATEGIES IN LOW-INCOME URBAN AREAS OF NORTH-EASTERN NIGERIA

Mohammed Ya'u[*] ; Kawu, Y.U. [†]; Nura Hassan [‡]

Abstract

The goal of this project is to optimize waste management techniques in northeastern Nigeria's low-income urban regions, specifically in Damaturu, Maiduguri, and Potiskum, where waste infrastructure is under stress due to fast urban growth. The study evaluates current waste management systems, infrastructure deficiencies, and community awareness using a mixed-methods approach that includes questionnaires, interviews, and field observations. Results show while only 15% use formal waste collection. Furthermore, 68% of locals are ignorant of the negative effects incorrect disposal of waste has on the environment and human health.

Public-private partnerships, awareness campaigns, and community-based recycling nitiatives are some of the solutions highlighted in the study. According to the results, recycling programs might cut waste by 30%, and more awareness could raise waste segregation by 45%, which could save health care expenses. The study recommends an integrated strategy, combining policy support, community engagement, and infrastructure improvements, to enhance sustainable waste management in these cities.

Keywords: Sustainable waste management, Community engagement, Public-private partnerships

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ENTREPRENEURIAL INTERVENTIONS IN SCAVENGING ACTIVITIES: PATHWAYS TO RESILIENT LIVELIHOODSAND SOCIO-ECONOMIC SUSTAINABILITY IN NORTH-EAST NIGERIA

Abubakar Yerima Chabbal[*]

Abstract

In underdeveloped nations, scavenging activities which are frequently seen as peripheral or informal are crucial to the livelihoods of disadvantaged populations. Scavenging has become a vital survival tactic in North-East Nigeria, where environmental degradation and violence have made socioeconomic problems worse. However, it potential to support sustainable socioeconomic growth is still untapped, nevertheless. The relationship between scavenging and entrepreneurial initiatives is examined in this conceptual study, which also offers a framework for using both practices as a means of achieving socioeconomic sustainability and resilient livelihoods. This research makes the case that scavenging may be turned from a subsistence practice into a profitable business venture through the use of entrepreneurial interventions like skill-development programs, microfinance projects, and market access facilitation. By integrating entrepreneurial principles, Scavengers can improve their standard of living, increase their income, and help with environmental sustainability and waste management. This study emphasizes the transformative potential of entrepreneurial ecosystems in tackling the systemic difficulties encountered by scavengers and society at large, drawing on relevant theories such as resilience theory and sustainable livelihood frameworks. The paper discusses important topics like capacity building, policy assistance and the necessity of inclusive collaborations between the public and private sectors. The paper ends with practical suggestions for researchers, development professionals and legislators on how to foster innovative scavenging practices. This study adds to the conversation about social entrepreneurship, sustainable development, and informal economies by highlighting scavenging as a neglected but significant source of socioeconomic advancement and resilience in northeastern Nigeria.

Keywords: Scavenging, entrepreneurship, inclusive government, socio-economic, northeast, policy support.

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CLIMATE CHANGE, TRANSHUMANCE AND COMMON POOL RESOURCES MANAGEMENT IN YOBE STATE, NIGERIA

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Abstract

Climate induced desertification and desiccation of waterbodies is forcing scarcity of common pool resources, affecting lives and livelihoods in the Sahelian parts of Northern Nigeria. Engaging in transhumance to seek for pasture, avoiding both heavy rain and aridity seems to be the culturally preferred solution among pastoralists. The imperative of the commons to the agrarian lifestyles of both sedentary farmers and Fulani pastoralists makes it a fulcrum around which conflicts revolves. Amidst climatic challenges, population growth is rapidly increasing the pressure on grazing fields, rivers, forests and farmlands thereby threatening sustainability. Worst still, regardless of ancestral origin, the pastoralists are treated as foreigners even where evidence of nativity abound. Consequently, in a situation where every resource user strives to take as much as possible before the other does the same, sustainable management of the commons becomes as daunting as it is necessary. This study employs a mixed research method to assess the perceptions of pastoralists, sedentary farmers and the resource managers on the challenges, and mitigation strategies. The paper recommends community-based management strategies as an acceptable means to ensure resource sustainability.

Keywords: Transhumance, Climate-change, Commons, Management

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PUBLIC ENTERPRISES AND ECONOMIC DEVELOPMENT IN NIGERIA: A STUDY OF EDO STATE TRANSPORT SERVICE

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Abstract

The research examines public enterprises and economic development in Nigeria using Edo State Transport Service as a case study. The study explored the relationship between Edo State Transport Service and standard of living, employment generation and economic development in Edo State. The study also identified the challenges faced by the Edo State Transport Service in contributing to economic development. The study used a sample size of 300 which was selected using convenience sampling technique. Questionnaire was used to collect data. 298 questionnaire were returned out of the 300 distributed. The survey research design was employed, and Pearson product-moment correlation coefficient statistics was used to test the hypotheses. The results indicated a significant positive impact of public enterprises on the standard of living (r = 0.781, 0.03), employment generation (r = 0.801, 0.004) and economic development in Edo State (r = 0.922; 0.001) at 0.05 level of significance. Factors such as adequate funding, inefficient management, political interference affecting operations and corruption were identified as challenges encountered by Edo State Transport Service in contributing to economic development in Edo State. It was therefore concluded that Edo State Transport Service contributes significantly to economic development in Edo State. It was also recommended that periodic reviews to track progress, identify areas for improvement, and ensure alignment with economic development goals be conducted.

Keywords: Public Enterprises, Economic Development, Employment Generation, Transport Service, Edo State.

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PROMOTING INNOVATION AND CREATIVITY IN PHYSICS EDUCATION—AN ENTREPRENEURIAL APPROACH TO TEACHING AND LEARNING

Jibrilla Adamu (PhD)*

Abstract

The development of innovation and creativity is important in the current era within the education system to transform students into individuals who are capable of handling all obstacles in a constantly evolving environment. This study addresses how integrating entrepreneurial ideas into Physics education might bridge the gap between theoretical knowledge and practical application by encouraging students to think creatively and generate new solutions to real-world challenges. It is usually conceptual and disconnected from students' real lives, making them less motivated to learn or apply their knowledge. Reflection indicates that the teacher involvement in fostering entrepreneurial principles will also pave the path for students to go from a passive to an active innovation in physics—that is, to solve problems, think critically, work together, and take risks. The study illustrates, through many pragmatic ways, how this is done through project-based learning, interdisciplinary collaboration, industry networking, and innovation hubs. It also evaluates the benefits of such integration, including increased motivation among students, the development of employable skills, and preparation for the future workforce. The study also goes ahead to offer stakeholders how to use this entrepreneurial approach in Physics education.

Keyword: Innovation, Creativity, Physics Education

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REDEFINING MICROFINANCE'S INFLUENCE ON HOUSEHOLD RESILIENCE IN EDO STATE, NIGERIA

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Abstract

This study investigates the extent to which microfinance interventions contribute to the resilience of households, primarily comprising micro-entrepreneurs and small enterprises, against economic shocks and adversities. Assessing the efficacy of microfinance on household resilience in Edo State, Nigeria remains the overarching objective of this study. Drawing upon empowerment theory, the research focuses on micro-entrepreneurs within the state. To gain comprehensive insights, both quantitative and qualitative data were collected using a mixed-method approach. The hypotheses were tested using the Pearson correlation statistical method. Results indicate that microfinance plays a significant role in helping micro-entrepreneurs respond, recover, and adapt to economic shocks, thereby serving as a valuable tool in addressing poverty and socio-economic challenges. Additionally, it was recommended that the Apex Bank of Nigeria should enhance and reposition microfinance banks by implementing robust financial stability strategies, such as capitalization, to ensure they adequately meet the financial needs of micro-enterprises across Nigeria.

Keywords: Household, Influence, Microfinance, Resilience, Redefining

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ENTREPRENEURIAL FINANCE MANAGEMENT AND ECONOMIC GROWTH IN NIGERIA: 2008-2024

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Abstract

Entrepreneurial finance management plays a crucial role in fostering economic growth in Nigeria by ensuring efficient capital allocation, financial planning, and investment strategies for small and medium enterprises (SMEs). Effective financial management enhances business sustainability, promotes job creation, and drives innovation, which collectively contribute to economic expansion. In Nigeria, access to finance remains a major challenge for entrepreneurs due to high interest rates, limited credit facilities, and inadequate financial literacy. Government policies, financial institutions, and venture capital play a significant role in addressing these challenges. This study examines the nexus between entrepreneurial finance management and economic growth in Nigeria, focusing on financial literacy, access to credit, and investment decisions. The study employs a mixed-method approach, combining quantitative and qualitative techniques. Primary data will be collected through structured questionnaires distributed to entrepreneurs and financial institutions, while secondary data will be sourced from the Central Bank of Nigeria (CBN). The Ordinary Least Squares (OLS) regression model will be used to analyze the impact of financial management on economic growth. The findings will provide insights into policy recommendations for improving financial management practices among entrepreneurs.

Keywords: Entrepreneurial finance, financial management, SMEs, economic growth, Nigeria, financial literacy, access to credit.

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THE DEVELOPMENT OF A CHATBOT FOR CUSTOMER SERVICE

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Abstract

The integration of artificial intelligence (AI) into customer service has transformed how organizations engage with their clients. Chatbots—AI-powered conversational agents—provide real-time responses, improve service efficiency, and reduce operational costs. This study focused on the design, development, and evaluation of a chatbot system tailored for customer service. The modified waterfall methodology was employed, ensuring systematic analysis, design, implementation, and testing. Primary data were obtained from customers and ICT experts through questionnaires and interviews, while secondary data were gathered from existing literature. The findings revealed that the chatbot significantly enhanced response speed, reduced wait time, and improved customer satisfaction. Hypothesis testing confirmed that chatbot adoption has a statistically significant effect on customer service efficiency. The study concludes that chatbots represent a strategic tool for institutions and businesses to improve customer relations, and recommends integration with existing systems, periodic updates, and user training for optimal results.

Keywords: Chabot, Artificial Intelligence, Customer Service, ICT, Modified Waterfall Model

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INVESTIGATING THE ROLE OF ENTREPRENEURSHIP IN PROMOTING BENIN MUSICAL CULTURAL HERITAGE

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Abstract

This paper explores the intersection of entrepreneurship and Benin music cultural heritage, examining the role of entrepreneurial strategies in preserving and promoting traditional music. Through a critical analysis of existing literature and case studies, this research reveals the complex dynamics between entrepreneurship, cultural preservation, and economic development. The paper argues that entrepreneurship plays a vital role in promoting Benin music cultural heritage, providing economic opportunities for musicians and entrepreneurs while preserving traditional music and introducing it to new audiences. However, the research also highlights the challenges facing entrepreneurs in the music industry, including limited funding, infrastructure, and cultural appropriation. This paper contributes to the existing body of knowledge on entrepreneurship, cultural heritage, and music industry development, providing insights into the complex relationships between entrepreneurship, culture, and development. The research informs strategies for promoting Benin music cultural heritage while fostering economic growth, highlighting the need for tailored support mechanisms and cultural preservation initiatives.

Keywords: *Entrepreneurship, Benin Music Cultural Heritage, Cultural Preservation, Economic Development, Music Industry.*

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ENTREPRENEURSHIP INNOVATION: THE ROLE OF FAITH-BASED ORGANIZATIONS IN ECONOMIC DEVELOPMENT IN NIGERIA

Obehi Ogbeta

Abstract

This paper examines the critical yet often overlooked role of faith-based organisations (FBOs) in Nigeria's economic development, arguing that these institutions are significant economic actors characterised by a strong entrepreneurial orientation (EO). Drawing from a conceptual framework rooted in EO literature, the study highlights how Nigerian FBOs demonstrate innovativeness, proactiveness, risk-taking, autonomy, and competitive aggressiveness in driving sustainable development. Through educational initiatives, healthcare provision, financial inclusion, and enterprise development, FBOs make substantial contributions to social, economic, and environmental sustainability. The paper calls for a paradigm shift in both academic and policy discourse, urging recognition of FBOs not only as spiritual institutions but as institutional entrepreneurs. It further proposes a new interdisciplinary approach for future research and policy frameworks that strategically integrate FBOs into Nigeria's development trajectory.

Keywords: *Faith-Based Organisation (FBO), Entrepreneurial Orientation (EO), Sustainable Development, Economic Development.*

Sustainable Entrepreneurship in Circular Construction: Solutions for Pollution Mitigation

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Abstract
Generating large volumes of waste, carbon emissions, and resource depletion, the construction sector is a main contributor to world pollution. In response, by encouraging resource efficiency, waste reduction, and material recovery, the circular economy (CE) has become a transforming framework to lessen environmental effects. This paper investigates how sustainable entrepreneurship might help to solve pollution problems and promote circular building methods. Combining qualitative interviews and case studies with quantitative survey data using a mixed-methods approach, the study offers a thorough investigation of the possibilities, obstacles, and effects related with CE adoption in building.
The results show that even if knowledge of CE concepts is rising, high upfront costs and ignorance still major obstacles to acceptance. Key innovators, sustainable entrepreneurs create business models and technologies consistent with CE values including modular construction and material recovery, so matching with CE principles. With companies reporting decreases in landfill waste, carbon emissions, and resource consumption, quantitative results show a strong positive correlation between the acceptance of circular practices and pollution mitigating. Still, obstacles including legal roadblocks and opposition to change show the need of cooperative efforts among legislators, business players, and entrepreneurs. This study offers empirical data on their application in the building sector, so adding to the increasing corpus of knowledge on sustainable entrepreneurship and circular economy. For industry players to adopt best practices and invest in education, for legislators to develop supportive rules and financial incentives, and for businesses to use scalable business models and technology, it provides practical advice for each. The building sector can move towards a more sustainable and resilient future by tackling these obstacles and encouraging cooperation, so attaining notable improvement in resource economy and pollution reduction.

Keywords: Sustainable Entrepreneurship**,** Circular Economy**,** Circular Construction**,** Resource Efficiency**,** Construction Waste Management