

Impact of Entrepreneurship Development on Sustainable Job Creation Amongst Youths in Bauchi State, Nigeria (2013-2017)

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Abstract

The study examines the impact of entrepreneurship development on sustainable job creation amongst youths in Bauchi State. The study which is a survey research design involved the use of both primary and secondary sources of data. Data were collected through the use of structured questionnaire and observations while the population of the study consist of 1,605 Youths entrepreneurs, government officials and other stakeholders targeted in the 20 local government areas of the State. Descriptive Statistics, Simple Percentages and Regression Analysis was used to test the formulated hypotheses in line with the objectives of the study. The major findings of the study reveals that, “several factors such as poor training, inadequate technology, unfavourable government policies and poor infrastructural facilities, as well as lack of the right business connection and inadequate funding and insecurity have significant effect on entrepreneurship and sustainable job creation which hampers on the activities of youths entrepreneurs in Bauchi State. The study found inadequate funding and technology and Insecurity with the most significant impact while infrastructural facilities and government policies were found to have exhibited the least impact. The study recommends the need for Bauchi State government to increase its effort towards meeting the training needs and improving on the security situation in the state as doing so will provide the enabling environment for entrepreneurship businesses to thrive. The study concludes that youth’s unemployment has become a major issue of concern not only in Bauchi State but the country at large. The situation requires concerted efforts by individuals, Federal and States governments including stakeholder agencies towards providing a lasting solution in curbing the menace so as to guard against spread of social vices and all forms criminality in the State which is retrogressive to peaceful co-existence and economic growth and development.

Keywords: Bauchi State, Entrepreneurship, Development, Sustainable Job Creation, Youths.

DOI: 10.7176/EJBM/12-27-02

Publication date:September 30th 2020

1.1 Background to the Study

The Nigeria’s rising rate of poverty and other social vices have stimulated the economic and political crises experienced in the country in recent time which calls for massive employment opportunities through entrepreneurial activities. World Bank (2004) in its report predicted that poverty in Sub-Saharan Africa is set to rise and by 2025 it will constitute 50% of the world poorest people. However, Nigeria is naturally gifted with both material, human and entrepreneurship skills but the realization of the full potential of these opportunities has been inhibited by the implementation of inappropriate and unsustainable Entrepreneurship policies at different periods (Thaddeus, 2012; Adebobola, 2014).

Government of Bauchi State have come up with several policies designed to stimulate entrepreneurship development via small and medium scale enterprises based on technology transfer strategy, they were unsuccessful in the achievement of the desired goals as it led to the most indigenious entrepreneurs turning to distribution agents of foreign products (Adebobola, 2014).

Today, the demand for white collar jobs in Bauchi State has increased more than the possible available job opportunities and that has created unexpected unemployment. The most potent solution to the problem of unemployment the world over is entrepreneurship but could it also help to create jobs to the teeming unemployed youths in Bauchi State? Will entrepreneurial development create the needed platform for job creation in Bauchi State especially in local Government Areas?

Citizens particularly, youths in the State are said to be confronted with poverty and unemployment which is caused by lack of capacity and essential productive skills for both creative employment in existing organizations and for self-employment (Sagagi, 2010). Many people are unemployed because they have not acquired the kind of skills that are frequently demanded in the environment they operate. Others are unemployed because their skills have been rendered obsolete by technological changes or because they have no skills at all (Kpakol, 2006) while others are without the right business connections and adequacy of funds (Okpara, 2003). Some were denied opportunities due to poor infrastructure, unfavourable government policies and insecurity, particularly Boko Haram insurgency (Kachalla, 2015) which affected the entire North-Eastern States, Bauchi inclusive.

The Boko Haram Insurgency which impacted negatively on the socio-economic development of the North-Eastern States paralyzed business activities resulting to businesses winding up and investors moving to other states where they feel secured. The resultant effect is high unemployment rate and increase of other social vices (Kachalla, 2015). This problem necessitated the application of various measures by Bauchi State government in curbing the problem of unemployment through the development of various Entrepreneurship schemes so as to engage the unemployed youths in the state into meaningful business activities for sustainable job creation which will go a long way in discouraging the teeming youths from participating in social vices.

With inadequate skills and few opportunities, Bauchi State youths face a future of low-wage employment, unemployment and under-employment with little security and prospects (Dandago & Muhammad, 2014). The expansion of employment opportunities in the state is far below the growth in population because of lack of productive skills and investments. This reality leaves youth in the state without any sustainable means of livelihood, as a result of which, poverty and unemployment have become the ugly twin faces of the state's economy.

It is in view of this that this study on the impact of entrepreneurship development on sustainable job creation among youths in Bauchi State is conducted to help identify those entrepreneurial factors leading to sustainable job creation for even development. Even though, similar studies (Such as those of Thaddeus, 2012; Adebobola, 2014; Dandago & Muhammad, 2014 & Sagagi, 2010) were conducted by several scholars, their studies focuses only on entrepreneurship development and unemployment reduction in Nigeria and entrepreneurial development and job creation in selected local government areas in Nigeria. Their studies did not investigate the impact of entrepreneurship on sustainable job creation among youths in Bauchi State which this study is designed to accomplish. Furthermore, the study will be of immense benefit to Bauchi State Government, the Federal Government as well as other relevant development partners has an independent measure of success or otherwise of the various job creation programmes they had provided in in the state. Institutions and consultants as well as other researchers stand to reap immense benefit from the study. Finally, the finding of the study will serve as another stimulating document for other studies in entrepreneurship development in relation to sustainable job creation.

1.2 Statement of Problem

Unemployment has been an issue of discourse in Bauchi State and Nigeria at large. This has grown large that the situation cannot be addressed by mere campaign or words of mouth (Nwankwo & Ifejiolor, 2014). It requires the combined efforts of individuals, States and the Federal government to formulate a lasting strategy to curb this menace. Unemployment in Bauchi State has affected the youth and the economic development of the state from a broad spectrum of socio-economic perspective. It is obvious that the situation especially that of youth unemployment affected the development of entrepreneurial activities in Bauchi State which results in retrogressive growth in several ways. What are then the factors responsible? This has been attributed to myriad of problems facing average entrepreneurs in the state which include inadequate entrepreneurial skills due to poor training and technology, unfavourable government policies and poor infrastructure, as well as lack of the right business connections and inadequate funding and insecurity. These problems have impacted negatively on entrepreneurship and sustainable job creation among youths in Bauchi State which calls for the need to investigate the factors for possible solutions. It is in view of this that the study is conducted to investigate the problems so that recommendations will be made on how they can be addressed.

1.3 Research Questions

In line with the above problems, the following research questions were raised:

- i. How inadequate entrepreneurial skills arising from poor training and technology impact on entrepreneurship and job creation among youths in Bauchi State?
- ii. To what extent unfavourable government policies impact on entrepreneurship and job creation among youths in Bauchi State?
- iii. How do poor infrastructural facilities affect the development of entrepreneurship and job creation among youths in Bauchi State?
- iv. To what extent lack of the right business connections impact on entrepreneurship and job creation among youths in Bauchi State?
- v. What is the impact of inadequate funding on entrepreneurship and job creation among youths in Bauchi State?
- vi. To what extent the level of insecurity in the State affects entrepreneurship and job creation among youths in Bauchi State?

1.4 Objectives of the Study

The main objective of the study is to examine the impact of entrepreneurship development on sustainable job creation among youths in Bauchi State. The specific objectives of the study are to:

- i. Analyse how inadequate entrepreneurial skills arising from poor training and technology impact on entrepreneurship and job creation among youths in Bauchi State.
- ii. Assess the extent to how unfavourable government policies impact on entrepreneurship and job creation among youths in Bauchi State.
- iii. Identify how do poor infrastructural facilities affect the development of entrepreneurship and job creation among youths in Bauchi State.
- iv. Evaluate the extent to how the lack of right business connections impact on entrepreneurship and job creation among youths in Bauchi State.
- v. Determine how inadequate funding impact on entrepreneurship and job creation among youths in Bauchi State.
- vi. Assess the extent of the effects of insecurity on entrepreneurship and job creation among youths in Bauchi State.

1.5 Research Hypotheses

The following formulated hypotheses were tested in the course of the study:

H₀₁: *inadequate entrepreneurial skills arising from poor training and technology do not have significant impact on entrepreneurship and job creation among youths in Bauchi State.*

H₀₂: *Unfavourable government policies do not have significant impact on entrepreneurship and job creation among youths in Bauchi State.*

H₀₃: *Poor infrastructural facilities do not affect the development of entrepreneurship and job creation among youths in Bauchi State.*

H₀₄: *Lack of the right business connection does not impact on entrepreneurship and job creation among youths in Bauchi State.*

H₀₅: *Inadequate funding does not impact on entrepreneurship and job creation among youths in Bauchi State.*

H₀₆: *Insecurity does not have significant effects on entrepreneurship and job creation among youths in Bauchi State.*

1.7 Scope and Limitations of the Study

The study is on the Impact of Entrepreneurship Development on Sustainable Job Creation in Bauchi State which focuses on those Job Creation Programmes provided by Bauchi State Government either alone or in conjunction with Federal Government and International Donor Agencies targeted at unemployed youths in the State. In view of the large number of job creation programmes available in Bauchi State, the study focuses on only those four Job creation programmes organized by BACYWARD, NDE and ITF as at 2017. The study focused mainly on specific areas of youth development needs in the state namely, Skills for Jobs (S4J) as organized by BACYWARD in conjunction with the Federal Government, represented by NDE and the World Bank and training on National Industrial Skills Development Programme (NISDP) organized by ITF in collaboration with Bauchi State Government.

Specifically, the study focused on those skills acquired by youths in specialized training areas such as Skills trained include Tailoring, Metal Works, auto-electrical works, carpentry and catering. Others include Welding, Poultry, Fish Farming and Computer maintenance. These skills were chosen based on their marketability and training needs of the state (ITF, 2017) as it will enable the trained youths to easily establish their own business with a view for them to be useful to themselves and the society generally. The study covers the 20 LGAs in the state.

The study focused on Youth entrepreneurs in Bauchi State because they are among the category of citizens with highest level of unemployment rate (World Bank Report as cited by Wakil, 2014 and Sunday, 2015). Another justification is that Bauchi state is in the North East which is one of the most badly affected states by the Boko Haram insurgency due to high level of unemployment and poverty among the teeming youth (Kachalla, 2015; Mahmoud, 2015 and Baro, 2016) which necessitated the need to study how job creation amongst youth helped in reducing involvement in insurgency activities.

The study covers the period 2013 – 2017. The 5year period was chosen because Bauchi State witnessed massive infusion of various youth entrepreneurship development programmes. (Ministry of Poverty Alleviation, 2017).

However, the research, much as it tried in scope and methodology to address substantially the objectives of the study, quite a number of inhibitions were encountered which stood in the way of realizing the ultimate aim of the study. The major limitations identified include the inability of some of the surveyed Job Creation Agencies and selected youth entrepreneurs in the state to provide the required data as enunciated in the objectives of the study. Others include time constraint and the difficulty in understanding some of the analytical tools and necessary fit which confines the study to only the use of the analyzed tools in the study. Despite these limitations, due care was taken not to sacrifice quality and in-depth analysis of this study.

2. LITERATURE REVIEW

2.1 Concept of Entrepreneurship

The concept of entrepreneurship was first established in the 1700s, and the meaning has evolved ever since. The earliest definition of entrepreneurship, dating from the eighteenth century, described it as an economic term involving the process of bearing the risk of buying at certain prices and selling at uncertain prices. However, scholars broadened the definition to include the concept of bringing together the factors of production. This definition precipitated other scholars to question whether there was any unique entrepreneurial function or whether it was simply a form of management. In the 21st century, the concept of innovation was added to the definition of entrepreneurship. The innovation can be multi-dimensional in perspectives, as it can be process innovation: market innovation, product innovation, factor innovation, and even organizational innovation. One of the latest definitions is given by Samuel (2015), the definition described entrepreneurship as involving the creation of new enterprises and that the entrepreneur is the founder. In addition, the concept is defined by Nwafor (2016) as, “the pursuit of opportunities without regard to resources currently controlled. To be enterprising is to keep your eyes open and your mind active. It is to be skilled enough, confident enough, creative enough, and disciplined enough to seize opportunities that present themselves regardless of the economy”. Entrepreneurship can be conceptualized as the discovery of opportunities and the subsequent creation of new economic activity, often via the creation of a new organization. Entrepreneurship is the pursuit of opportunity without regard to resources currently controlled (Stevenson, 1975 as reported in Akale, 2016). Kuratka and Richard (in Nkechi et al. 2012) state that entrepreneurship is the dynamic process of creating incremental wealth. This wealth is created by individuals who take the major risks in terms of equity, time and career commitment of providing value to some products or services.

2.1.1 Entrepreneurial Process

Scholars (Wakili, 2015; Abdu, 2014; Anderson, 2015; Gambo, 2015; Emmanuel, 2015 and Eddie, 2016) explain that entrepreneurship is a sequential continuous process which gradually develops into full-pledged business venture. According to Wakili (2015) entrepreneurship is a developmental process which starts from an imaginary reflective positive thinking into a full-pledged realistic business. Also, Abdu (2014) argues that entrepreneurship is developed through a systematic sequential process which begins from imaginary idea and metamorphoses into an authentic reality. In addition, Anderson (2015) explains that entrepreneurship develop in similitude with the development of plant; ranging from the planting stage, germination stage to the continuous growing stage. In the same vein, Emmanuel (2015) argues that entrepreneurship is a process which is gradually nursed, carefully managed and developed. In addition, Eddie (2016) posits that entrepreneurship starts from simplistic idea which is implemented carefully through purposeful deliberate plans to realistic entity. Based on the scholars' views on entrepreneurship as a process, it is indicated that entrepreneurship is systematically and gradually implemented through careful analysis of what to do; how to go about doing it; when to do it appropriately; where to do it; who are the best people to do it and which/who are the target consumers. These fundamental questions that an efficient entrepreneur needs to answer in order to establish a successful sustainable business venture.

2.2 Concept of Job Creation

Imran (2000) defines the concept of job creation as, “the process of providing new jobs especially for people who are unemployed. Similarly, job creation programmes are programmes or projects undertaken by government in order to assist the citizens in seeking employment. For instance, the American Job Creation Act of 2004 is designed to benefit domestic manufacturers, multinational corporations, as well as agriculture and energy sectors to enable them provide employment. Also, Sajo (2013) defines the concept of job creation as, “government policies intended to reduce unemployment which is implemented through a variety of forms such as government lowering of taxes and reduction of regulation to make hiring less expensive, as well as a government issuance of contract”.

2.2.1 Approaches to Job Creation

Job creation is achieved through the initiation of many procedures which are meant to create more jobs to the unemployed. Imran (2000) identifies five important approaches through which the creation of more jobs is facilitated. This includes entrepreneurship Development Initiatives through Government pending/Stimulus, Government Legislation and Monetary/Fiscal Policies and the Market Share Approach and New Ideas Approach to job creation.

2.2.2 Factors Affecting Sustainable Job Creation

Entrepreneurship is a complex phenomenon influenced by the interplay of a wide variety of factors. Maina (2013) identifies two principal factors that affect entrepreneurship; Personality and environmental factors. This include factors such as indiscriminate occurrence of violence and the Boko Haram Insurgency which have devastated the socio-economic activities in the state, rendering many businesses obsolete, specifically in Borno, Adamawa and some parts of Yobe state in the North-East sub-region. Babayoji (2014) argues that the politically and socially induced violence that characterised the North-Eastern States of Nigeria have negatively affected the socio-economic activities of the area. Entrepreneurship activities had been badly affected and many investors were scared away from the area because of the prevailing social unrest.

The lack of adequate infrastructural facilities in the North-Eastern States of Nigeria, especially the epileptic irregular power supply in Nigeria, as well as the poorly constructed roads are parts of the environmental problems that negatively affect socio-economic activities in Nigeria. Babayoji (2014) maintains that poor infrastructural facilities are detrimental to effective entrepreneurship activities in the North-Eastern States of Nigeria. The problem, according to him (Babayoji, 2014), did not allow for the provision of conducive environment for effective business to flourish and develop, as such good infrastructural facilities are described as essential pre-requisite for effective entrepreneurship activities.

2.2.3 Challenges to Job Creation in Nigeria

The challenges to job creation in Nigeria are the same all over the country, as such when these challenges are identified, it means that they are applicable to Bauchi state and the other existing states of Nigeria. Imran (2000) and Sajo (2013) identify the following challenges or problems that negatively affect job creation programmes in Nigeria: (i) Poor state of infrastructure (ii) Lack of access to productive inputs such as finance and workspace (iii) Lack of access to Business Development Service (iv) Lack of sufficient government stimulus (v) Changes in government policies (vi) Lack of the right attitude by Nigerians, and (vii) Lack of adequate and effective entrepreneurship training scheme for sustainable job creation.

2.2.3.1 Government Efforts at Confronting These Challenges

In the early 1960s, the regional governments established the Small-Scale Industries Credit (SSIC) scheme to provide „no collateral“ credit to SMEs. The various Development Finance Institutions (DFIs) such as NIDB, NBCI and NACRDB have had their own intervention programmes to facilitate credit to the SMEs. The National Economic Reconstruction Fund (NERFUND) was set up by Decree no.2 of 1989 to provide medium and long-term financing to eligible SMEs. In 1992, the Federal Government negotiated the World Bank-assisted SME loan project to further expand credit delivery to SMEs. The World Bank also established, in partnership with the Federal Government, the MSME project to offer business development services and access to finance to SMEs.

In 1997, the Government established the Family Economic Advancement Programme (FEAP) as a poverty alleviation and sustainable livelihood programme for the purpose of setting up viable resource-based enterprises in the rural areas. To supplement the various efforts of Government at providing direct credit for SMEs, the UNDP, under the fourth Country Programme in Nigeria, established a micro credit scheme. The launching of the Micro Finance Policy, Regulatory and Supervisory Framework for Nigeria in 2005 which resulted in the establishment of new Microfinance Banks and the conversion of existing Community Banks to Microfinance Banks.

Also, the Central Bank of Nigeria (CBN) established the Small and Medium Enterprises Equity Investment Scheme (SMEEIS). In addition, the establishment of the N200 billion Small and Medium Enterprises Credit Guarantee Scheme in 2010 by the Central Bank of Nigeria (CBN), The establishment of the Small and Medium Enterprises Development Agency of Nigeria (SMEDAN) via SMEDAN ACT 2003 (as amended). Other adopted measures include; the N200 billion SME Restructuring/Refinancing Fund, the Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (NIRSAL) and the establishment of the National Committee on Job Creation.

2.3 Empirical Review

Previous empirical studies on entrepreneurial development among scholars presented various perspectives and findings on the impact of entrepreneurship and sustainable job creation. Taiwo (2014) carried out an empirical research on the impact of entrepreneurship development on job creation in Nigeria. The study used descriptive design and it was conducted in the South-Western parts of Nigeria. Findings of the study revealed that in any giving economy, entrepreneurship development gave birth to job creation which motivated people to do something that better their lives and the country at large. The study evaluated the relationship between job creation and entrepreneurship development in Nigeria. It was clear from his observation that job creation or employment opportunity in an economy could be traceable to entrepreneurship training and development. The study was not based on the impact of the entrepreneurship in the provision of sustainable job creation, while the present study will focus on the assessment of the impact in the provision of sustainable job creation.

Assad, Ali and Islam (2014) studied the role entrepreneurship in curbing unemployment in Pakistan. The researchers employed descriptive design in the study. The main objective of the study was to examine the positive role of entrepreneurship in reducing unemployment. Data for the study was collected via the use of questionnaire instrument. The regression results of the analysis of the collected data indicated that 91 percent variations in entrepreneurship development explained by the explanatory variations in variables. The unemployment rate was found to be negatively related to entrepreneurial development. High rate of unemployment was therefore associated with low level of entrepreneurial development in the Pakistan economy. The study was conducted in Asia, while the present study will be conducted in West-Africa, Nigeria.

Abubakar & Hussaini (2014) conducted their study on the appraisal of the performance of National Poverty Eradication Programme (NAPEP) on poverty reduction in Bauchi state which is one of the introduced entrepreneurship programme in Nigeria. The main objective of the study was to empirically examine the

performance of National Poverty Eradication Programme (NAPEP) towards poverty eradication in Bauchi Local Government Area of Bauchi State, with a view to determining whether the programme had made the desired impact on the beneficiaries in Bauchi Local Government Area. Data for the study were collected through the use of questionnaire and interview. The questionnaire which was constructed in English Language comprised of both open and closed-ended questions. Descriptive statistics of frequency count, percentages, cross tabulation; and inferential statistics of Chi-square were used for the analysis of the collected data. Also, the software SPSS (V. 16.0) was used to process the research data. The major findings of the study are that, NAPEP programmes had impacted positively on the socio-economic lives of the beneficiaries, and that, the performance of NAPEP towards poverty alleviation had been significantly commended by the beneficiaries. The study differs with the present study in scope and objective. The previous study focused on one of the designed entrepreneurship programme for poverty reduction. In addition, the previous study was based on poverty reduction, while the present study will focus on sustainable job creation.

Anyadike, Emeh and Ukah (2012) Studied the Nigeria's growing unemployment situation and how it increasingly dwindles the potentials of the country's economy, especially following official figures from the Bureau of Statistics that puts the figure at about 40 million Nigerian youths captured in World Bank statistics in 2009 as unemployed. Based on the utilization of the secondary source data, the study concluded that government should make entrepreneurship sellable to the people by inculcating it into the educational curriculum at every state of the educational sector and also utilize a re-modelled NYSC scheme to educate the youths more on the importance, essences and need for entrepreneurship development. Findings of the study further revealed that the growing unemployment situation in Nigeria were facilitated by the lack of stable entrepreneurship training scheme and that the study revealed that growing unemployment trend had socio-economic negative impact on the country's economy. The scope of the study was too wide, as it was not particularly focused on any state in Nigeria. However, the present study will be limited to Bauchi state.

Salami (2013) studied the relationship between youth unemployment and entrepreneurship in Nigeria. The study was delimited to Oyo state in the South-Western Geo-Political Zone of Nigeria. The study employed descriptive research design and data for the study was generated through the validated questionnaire instrument. The collected data was analysed using both the descriptive and inferential method of data analysis. Findings of the study established a significant link between entrepreneurship and youth unemployment, thus indicating that effective job creation could not be achieved without supporting entrepreneurship training. The variables in the study and the scope differ from that of the present study, as the previous studied relationship between the two variables of the study, while the present study will study impact of the dependent variable and the independent variable.

Akanwa and Akpanabia (2012) studied the need for promoting employment in Nigeria through the development of entrepreneurship. The study collected data from both the secondary and primary sources. The main objective of the study was to examine the relevance of entrepreneurship in promoting job creation among the unemployed youth in Edo State of the South-South Geo-Political Zone of Nigeria. The study used Quasi-Experimental Design and Chi-Square was employed in the analysis of the collected data. Based on the findings of the study, it was concluded that entrepreneurship was significantly instrumental in promoting job creation among the unemployed. The study was conducted in the South-South, the oil-producing area of Nigeria, while this study will be conducted in the North-Eastern States, food producing states of Nigeria. The previous study did not specifically focus on sustainable job creation, while the present study will specifically focus on the assessment of the impact of entrepreneurship in the provision of sustainable job creation in Bauchi state.

Nwachukwu and Ogbo (2012 as reported in Sajo, 2013) carried out empirical study on the role of entrepreneurship in economic development based on the Nigerian perspective. The objective of the study was to develop and analyse the contributions of entrepreneurship in the economic development through SME in Nigeria. A total of 1000 SMEs were randomly selected from a cross section of a population of all SMEs spread around some selected states in the South-East Geo-Political Zone of Nigeria. The hypotheses of the study were tested at 0.05 level of significance using Chi-square statistics hinged on identifying the greatest problem which SMES face in Nigeria. Findings of the study revealed that SMEs played significant roles in the growth, development and industrialization of the Nigerian economy, particularly, in job creation. The researchers recommended that promoters of SMEs should thus ensure the availability or possessions of managerial capacity and acumen before pursuing financial resources for the development of the respective enterprise. The study focused on the examination of the role of entrepreneurship in the overall economic development which was too wide in scope, as there are multiples aspects of economy, while the present study will focus on the examination or assessment of the impact of entrepreneurship in the development of sustainable job creation. Also, the previous study was made to cover all the six states in the south-eastern part of Nigeria, while the present study will specifically focus on one selected state in the north-eastern part of Nigeria.

2.4 Theoretical Framework of the Study

Schumpeter Effect Theory of Entrepreneurship will be used in the study. The theory has two perspectives that are relevant in the context of this study. The first perspective of the theory is meant to address the role or influence of entrepreneurship in curbing unemployment. On this perspective, the theory presupposes that high unemployment in the society is associated with a low degree of entrepreneurial activities, that is, where propensity to set up enterprises is low; the rate of unemployment would be very high.

The implication of the above assertions is that those who are unemployed tend to remain so because they possess lower endowments of human capital and entrepreneurial talents required to start and sustain new firms to keep them going. A low rate of entrepreneurship culture and skills in any society may be a consequence of the low economic growth, which also reflects higher levels of unemployment. The theory assumes that the problem of joblessness in any given socio-political entity is influenced by the lack of instilled entrepreneurship culture, through effective training; as such good entrepreneurship training to unemployed is the best method of curbing unemployment. The theory is therefore based on the assumption that entrepreneurship is an inevitable mechanism which is necessary in the provision of sustainable job creation. Lack of entrepreneurship training is according to the theory instrumental in overcoming the problem of joblessness. The theory is relevant to the context of this study because the study is based on the assessment of the impact of entrepreneurship in the provision of sustainable job. The theory is based on the relevance of entrepreneurship in the provision of job. This shows that the assumption of the theory is related to the objective and what the study intends to investigate, as the study intends to determine the influence of entrepreneurship training in sustainable job creation which aptly reflects the core presupposition and assumption of the theory.

The second perspective of the theory is called 'The Entrepreneur as an Innovator'. It is based on the personal attribute of entrepreneur for effective entrepreneurship activities. The presupposition of the perspective is that for effective entrepreneurship to take place there should be an efficient person possessing those attributes to conduct the entrepreneurship activities competently. The theory emphasises the need to engage him in unaccustomed novel activities. The relevant of this theoretical perspective in the context of this study is that the theory emphasises on the need of entrepreneur to possess certain personal qualities that are necessary for entrepreneurship, as this study is based on the impact assessment of the entrepreneurship on sustainable job creation, the study involves the examination of those entrepreneurship training scheme or programmes that are designed for the training of unemployed for the attainment of such personal attributes that are essential for sustainable job creation.

2.5 Existing Gaps of the Study

Based on the analysis of the previous conducted studies in relation to the present study, it is obviously revealed that the findings of the previous studies have existing gaps that the present study intends to complement. In other words, the justification to conduct the present study is determined by the existing manifested gaps in the previous studies. The identified gaps in the previous studies are mainly two. First, the previous conducted studies focused on the assessment of the influence or relationship between the entrepreneurship and economic development or employment. For instance, Nwachukwu and Ogbo (2012) study was conducted to assess the influence of entrepreneurship on the Nigerian economy. Findings of the study did not specifically address the issue of employment which is primarily central in economy and entrepreneurship.

This manifested gap will be complemented by this study, as the present study intends to assess the impact of entrepreneurship on the creation of sustainable job among the unemployed. This is important in view of the current problem of unemployment in the country, as well as the focus of all entrepreneurship activities and programme in the country are centrally made for the purpose of job creation, as such the need to conduct empirical study on the efficacy of such programmes is highly demanded. In addition, Akanwa and Akpanabia (2012) study assess the role of entrepreneurship in promoting employment in Nigeria. The manifested gaps in the study are its general focus on employment which is highly generalized. However, the focus of the present study will be on sustainable job creation, not part-time job, but self-reliant job. Thus, the previous studies and their findings were grossly limited to employment or economic activities which are highly generalized in their scope, while the present study intends to complement the gap by making specific reference to sustainable job creation.

Another obviously manifested gap in the previous studies is that the studies focused in the southern part of Nigeria (those studies conducted in Nigeria) and Asia (those that were conducted outside Nigeria). Findings of the study were therefore meant to address the southern parts of Nigeria which is distinctively different in terms of socio-political and economic way of life with the northern part of Nigeria. The north is predominantly Muslim dominated, while the south is Christian dominated. Also, the socio-economic activities and cultural practices, as well as level of the attainment of Western Education and accessibility to bank loan are remarkably different, as such findings of the empirical studies in the two areas cannot be aptly apply concurrently, as result of the identified demographic differences. The present study will cover Bauchi state which is located in the northern part of Nigeria, as such the findings of the study is expected to aptly describe the impact of entrepreneurship on the sustainable job creation in the state in which the people of the state have different demographic characteristics with those in

the south.

3. Methodology

Descriptive research design was adopted for this study. The choice for the design is due to its aptness in describing the relationship between youth entrepreneurship development and sustainable job creation while the population of the study consists of the 1,605 target respondents who are mainly participants and beneficiaries of skills and Entrepreneurship training programmes conducted by BACYWARD in conjunction with NDE and the World Bank (YESSO), and ITF (NISDP) in all the 20 Local Government areas of Bauchi State, Nigeria.

The sample size of the study was drawn from the target population of one thousand six hundred and five (1,605) using Taro Yamane formulae. Based on the formulae, three hundred and one (301) samples are the corresponding size for the target population drawn from the selected entrepreneurship development programmes in Bauchi state. Random Sampling Technique was employed by the researcher in the selection of the sample of the study. This gave each and every member of the population having an equal chance of being chosen.

The sources of data for the study involved both primary and secondary sources of data. The primary data were generated directly from the different targeted groups of youth entrepreneurs in the state using a well-structured questionnaire Instrument with multiple choice response scale (T-scale) to elicit the responses aimed at providing answers to the stated research questions. The questionnaire instrument was structured using 5-point Likert-Scale ranging from strongly Agree, Agree, Undecided, Strongly Disagreed and Disagreed.

In this study, secondary data on entrepreneurship development, skills acquisition and job creation programmes were sourced from BACYWARD, NDE and National Industrial Training Fund documents, as well as Bauchi State ministries of Commerce and Industry, Ministry of Women Affairs and social development, SMEDAN, and Technology Incubation. Other relevant existing documents and academic journals as well as the study of the previous relevant empirical studies were consulted in the course of the study.

The method of data collection involved observations and structured questionnaires by the researcher while the data was analysed using five different types of statistical tools. These are: T-test to help in testing of those formulated hypothesis to ascertain the significance difference between the two stated variables which are entrepreneurship as definite variable and Job Creation as indefinite variable, Factor Analysis and Chi - square test to validate and retest those hypotheses on the significant relationship between the two stated variables, ANOVA as confirmatory test for the tested hypothesis on the significant impact/influence between the stated variables. Furthermore, Descriptive Analysis by the means of mean, mode, median and Standard Deviation was applied to address the stated research questions of the study.

The Independent Variable in this study is Entrepreneurship Development while the Dependent Variable is Sustainable Job Creation. For the purpose of the study Entrepreneurship Development is to be measured by its mitigating problems which are to be proxies by inadequate entrepreneurial skills, unfavourable government policies, poor infrastructural facilities, lack of right business connections, inadequate funding, and insecurity while Sustainable Job Creation is measured by its proxies of level of employment/unemployment, business owners standard of living, and level of living wage earned.

In this study, efforts were made to ensure credibility in terms of validity and reliability which are carried out using Cronbach's Alpha reliability test. In this study, the reliability of the measurement items was evaluated by examining the consistency of the respondent's answers to all the questionnaire items in the measurement, as recommended (Numally, 1978). Cronbach's alpha reliability coefficients were used to measure the internal consistency of each measure. Reliability coefficients less than <0.6 were considered poor, > 0.6 were acceptable, and those greater than 0.8 were considered good, as suggested (Sekaran, 2000). Numally (1978) suggested that Cronbach's alpha reliability coefficients equal to 0.7 or greater show adequate reliability. While, Hair et al. (2006) suggested the Cronbach's alpha reliability coefficients of 0.7 or higher indicate adequate internal consistency. Therefore, a minimum cut off value of 0.7 for Cronbach's alpha reliability coefficients was employed in the present study to determine the reliability of each measure in order to find out the overall reliability of each of the latent constructs used in the model.

4. Results and Discussion

4.1 Response Rate

Table 4.1 presents the response rate. From the table, 320 copies of the questionnaires were administered to youth entrepreneurs involved in different categories of entrepreneurial activities in the 20 local government areas of Bauchi State namely Agro-business, Arts and Crafts, mechanical fabrication/woodwork and Oil and Gas, as well as other range of entrepreneurial services such as ICT, GSM and Catering services including stakeholders (NDE, ITF & BACYWARD) involved in entrepreneurship development activities in the state. Of the total number of questionnaires distributed, 301 were returned and used for analysis in this study which represents 94.06 percent response rate.

Table 4.1: Response Rate

Category of Respondents (Entrepreneurs & Stakeholder agencies)	Distributed	Returned	Not Returned	Valid Percentage (%)
Valid Agro- Business	87	83	04	27.57
Arts and Crafts	76	70	06	23.26
Mechanical Fabrication/Woodwork	78	75	03	24.92
Oil and Gas	34	32	02	10.63
Others (ICT, GSM, Catering, Stakeholders such as NDE, ITF & BACYWARD etc.).	45	41	4	13.62
Total	320	301	19	100.00

Source: Field Survey, 2019

The larger percentage of the response rate as recorded was as a result of respondent's interest in supporting any research effort towards finding lasting solution to the problem of youth unemployment in the state. The table also shows that 19 questionnaires were not returned either because they were not completed or are invalid. The largest percentage of the questionnaire was administered to Agro-business entrepreneurs (83 or 27.57%), mechanical fabrication/woodwork (75 or 24.92%) and Arts and Crafts entrepreneurs (70 or 23.26%), respectively. Other entrepreneurs and stakeholders such as those involved in ICT services, GSM maintenance/repairs and catering services including NDE, ITF & BACYWARD (41 or 13.62%) and the Oil and Gas (32 or 10.63%) business which accounted for the least percentage of responses, respectively. The implication of this findings to the study is that majority of the respondents are youth mostly involved in entrepreneurship activities in Agro-businesses, Mechanical fabrications/woodworks and Arts and Crafts in Bauchi State. While those involved in Oil and Gas businesses in the state are very few.

4.2: Characteristics of the Respondents

Since the characteristics of the respondents influence results, we therefore present the demographic data of the respondents in Table 4.2. As can be seen on the table, information on seven (7) different characteristics of respondents that are relevant to the study were collected and interpreted.

Table 4.2: Respondents Characteristics

S/N	Characteristics	Options	Frequency	Percent	Cumulative Percent
1.	Gender	Male	187	62.1	62.1
		Female	114	37.9	100.0
		Total	301	100.0	
2.	Age of Respondents	15-25	40	13.3	15.9
		26-35	94	31.2	98.7
		36-45	155	51.5	67.4
		46-55	8	2.6	3.0
		56-65	4	1.3	100.0
		Total	301	100.0	
3.	Marital Status	Single	125	41.5	41.5
		Married	176	58.5	100.0
		Total	301	100.0	
4.	Educational Qualification	Degree or Equivalent	65	21.59	21.59
		Post Graduate Degrees	47	15.61	15.61
		Diploma or Equivalent	87	28.90	28.90
		O' Level or Equivalent	102	33.89	33.89
		Total	301	100.0	
5.	Employment Status	Employed	274	91.1	91.1
		Unemployed	27	8.9	8.9
		Total	301	100.0	
6.	Nature of Entrepreneurial Activity	Agro- Business	83	27.57	27.57
		Arts and Crafts	70	23.26	23.26
		Mechanical Fabrication/Woodwork	75	24.92	24.92
		Oil and Gas	32	10.63	10.63
		Others (ICT, GSM, Catering etc.).	41	13.62	13.62
		Total	301	100.00	

S/N	Characteristics	Options	Frequency	Percent	Cumulative Percent
7.	Years of Work Experience	Below 1 year	14	4.7	4.7
		1-5 years	61	20.3	24.9
		6-10 years	76	25.2	50.2
		11-15 years	150	49.8	100.0
		Total	301	100.0	

Source: Field Survey, 2019

Information on respondents' gender, age, marital status, educational qualification and employment status as well as nature of entrepreneurial activity and years of work experience were collected for use in the analysis. The table shows that the respondents' gender as displayed in the table indicates that the males (187 or 62.1%) were more than the females (114 or 37.9%) which shows that males were more involved in youth entrepreneurship development activities in Bauchi State than the females.

From the table, a greater percentage of the respondents fell within the economically active age group between the age brackets of 15-45 constituting 289 or 96% of the total responses while the remaining respondents who are between the ages of 46-65 (12/3.9%) are made up of the least respondents who are inactive and did not belong to the productive youth bracket in line with the objectives of this study.

The table also shows the marital status of the respondents with those who are married being the majority constituting 176 or 58.5% while those who are not married accounted for 125 or 41.5%. This implies that most of the youth entrepreneurs in Bauchi State are married and likely to be more focused and committed to their entrepreneurial ventures so as to be making some money to cater for the need of their family/household.

The table indicates that the education levels were fairly distributed. Virtually most of the respondents were educated, with 65 or 21.59% having Bachelor's degree certificate, 47 or 1.61% have their Postgraduate Degrees while the remaining 87 or 28.90% possesses ordinary diploma and others with certificate's and secondary school leavers or drop-out represent 102 respondents or 33.89%. These statistics further indicate that most of the respondents had higher education while a relatively small percentage had at least high school education necessary for the respondents to have an informed knowledge on youth entrepreneurship activities in Bauchi State.

The table also shows that information were collected on the employment status of respondents. The table shows that those who are employed constituted 274 or 91.1 % of the total responses while the unemployed accounted for 27 or 8.9%. This implies that most of the youth involved in entrepreneurship ventures in the state have been engaged in one form of employment or the other in a bid to ensure self-sustenance or to augment their sources of income which is considered low and inadequate to cater for their livelihood.

Furthermore, the table shows that the respondents were involved in so many entrepreneurial activities ranging from Agro-business (83 or 27.57%) such as fish farming, poultry, animal husbandry crop production etc. to Arts and Crafts such as weaving, tailoring, blacksmithing, shoe making etc. which constituted 70 or 23.26%. Other forms of businesses of the respondents as indicated include mechanical fabrications/woodworks (75 or 24.92%) such as welding, metal works, auto-electrical works, and carpentry, as well as mason and local fabrications of mercenaries and equipment. Oil and Gas (32 or 10.63%) was also another business that youth were engaged in particularly, petroleum products marketing (PMS, Kerosene, diesel, Gas engine Oil etc.). Finally other business services such as ICT services, GSM repairs and marketing and catering services and hair dressing and barbing saloon among others accounted for 41 or 13.62% of the total responses. The implication of these findings to the study is that the study cuts across all the major entrepreneurial activities as operated by youths in the State.

Finally, the table indicates that majority of the employees 150 or 49.8% have been either working or operating as entrepreneurs for more than 10 years and thus, possessed the necessary experience to contribute to the subject matter.

4.3 Descriptive Statistics

As part of the analysis a descriptive statistics on key entrepreneurship and job creation variables were conducted to justify the relevance or the level of agreement amongst the respondents understudy. This is presented in Table 4.3.

Table 4.3: Descriptive Statistics on

	N	Mean	Std. Dev	Variance	Skewness	Kurtosis
		Statistic	Statistic	Statistic	Statistic	Statistic
Whether Inadequate Entrepreneurial Skills arising from Poor Training Impact on Entrepreneurship and Job Creation	300	3.9867	8.45558	340.609	17.225	297.795
Unfavorable government policy affects Entrepreneurship and Job Creation among Youths in Bauchi State	300	4.7967	6.09428	680.912	17.291	299.311
Poor infrastructural facilities affect the development of entrepreneurship and job creation among youths in Bauchi State?	300	5.3467	7.64444	1417.104	17.305	299.638
lack of the right business connection impact on entrepreneurship and job creation among youths in Bauchi State	300	4.7300	7.31282	745.990	17.296	299.422
Inadequate funding impact on entrepreneurship and job creation among youths in Bauchi State.	300	3.1567	.92826	.862	-1.074	.843
extent to which the level of insecurity affects entrepreneurship and job creation among youths in Bauchi State	300	3.6967	9.44751	89.256	17.068	294.194
Valid N (listwise)	300					

Source: Computed By The Author.

Table 4.3 presents the descriptive statistics of items on inadequate entrepreneurial skills arising from poor training. The mean rating of this construct items was between 5.3467 (± 8.4558) and 3.1567 ($\pm .92826$). The results show that all items relating to inadequate entrepreneurial skills arising from poor training were highly rated by the respondents and the entire items' mean scores were greater than the neutral point (3.0).

4.4 Hypotheses Testing

H₀₁: Inadequate entrepreneurial skills arising from poor training and technology do not have significant impact on entrepreneurship and job creation among youths in Bauchi State.

Table 4.4: ANOVA for Hypothesis

		Sum of Squares	df	Mean Square	F	Sig.
Training/Tech	Between Groups	22013.757	4	5503.439		.001
	Within Groups	145.613	295	.494		
	Total	22159.370	299			
Job Creation	Between Groups	22746.722	4	5686.681	72.817	.001
	Within Groups	231.715	295	.785		
	Total	22978.437	299			

Source: Computed by the Author

Table 4.4 describes the mean comparison of all the variables that made up hypothesis 1. The essence of this was to verify if the impact is strong between and within the variables. From the result, there is a significant difference between training and job creation both between and within the variables as the F. Calculated of 72.817 is greater than the F-critical of 24.56, this was also confirmed by the p – value of $0.001 < p < 0.05$. Therefore, this has verified that inadequate entrepreneurial skills arising from poor training and technology do have significant impact on entrepreneurship and job creation.

H₀₂: Unfavourable government policies do not have significant impact on entrepreneurship and job creation among youths in Bauchi State.

Table 4.5: ANOVA Hypothesis 2

		Sum of Squares	df	Mean Square	F	Sig.
Job Creation	Between Groups	236.775	5	4547.355		.001
	Within Groups	241.662	294	.822		
	Total	278.437	299			
UnfavGovtPoli	Between Groups	227.155	5	4589.431	70.267	.001
	Within Groups	191.192	294	.650		
	Total	238.347	299			

Source: Computed by the Author

Table 4.5 describes the mean comparison of all the variables that made up hypothesis 2. The essence of this was to verify if the impact is strong between and within the variables. From the result, there is a significant difference between Unfavourable government policies and job creation both between and within the variables. From the result, the F. Calculated of 70.267 is greater that the F-critical of 24.56, this was also confirmed by the p – value of $0.001 < p < 0.05$. Therefore, this has verify that Unfavourable government policies do have significant impact on entrepreneurship and job creation among youths

H₀₃: Poor infrastructural facilities do not affect the development of entrepreneurship and job creation among youths in Bauchi State.

Table 4.6: ANOVA for Hypothesis 3

		Sum of Squares	Df	Mean Square	F	Sig.
Job Creation	Between Groups	22736.775	5	45.55		.000
	Within Groups	241.662	294	.822		
	Total	22978.437	299			
Infrastructure	Between Groups	23373.684	5	46.737	52.092	.000
	Within Groups	262.983	294	.894		
	Total	23636.667	299			

Source: Computed by the Author

Table 4.6 describes the mean comparison of all the variables that made up hypothesis 3. The essence of this was to verify if the effect is strong between and within the variables. From the result, there is a significant effect between poor infrastructural facilities and development of infrastructure and job creation both between and within the variables. From the result, the F. Calculated of 52.029 is greater that the F-critical of 24.56, this was also confirmed by the p – value of $0.000 < p < 0.05$. Therefore, this has verify that poor infrastructural facilities do affect the development of entrepreneurship and job creation among youths

H₀₄: Lack of the right business connection does not impact on entrepreneurship and job creation among youths in Bauchi State.

Table 4.7: ANOVA for Hypothesis 4

		Sum of Squares	Df	Mean Square	F	Sig.
Job Creation	Between Groups	226.775	5	4547.355		.070
	Within Groups	241.662	294	.822		
	Total	228.437	299			
Connect Factors	Between Groups	235.362	5	4783.072	21.928	.070
	Within Groups	313.474	294	1.066		
	Total	24228.837	299			

Source: Computed by the Author

Table 4.7 describes the mean comparison of all the variables that made up hypothesis 4. The essence of this was to verify if the effect is strong between and within the variables. From the result, it reveals that lack of the right business connection does not impact on entrepreneurship and job creation among youths both between and within the variables. From the result, the F. Calculated of 21.928 is less than F-critical of 24.56, this was also confirmed by the p – value of $0.070 > p > 0.05$. Therefore, this has verify that lack of the right business connection does not impact on entrepreneurship and job creation among youths.

H₀₅: Inadequate funding does not impact on entrepreneurship and job creation among youths in Bauchi State.

Table 4.8: ANOVA for Hypothesis 5

		Sum of Squares	Df	Mean Square	F	Sig.
Job Creation	Between Groups	226.775	5	4547.355	66.502	.000
	Within Groups	241.662	294	.822		
	Total	229.437	299			
Inadequate Funding	Between Groups	241.446	5	4828.489		
	Within Groups	214.941	294	.731		
	Total	24357.387	299			

Source: Computed by the Author

Table 4.8 describes the mean comparison of all the variables that made up hypothesis 5. The essence of this was to verify if the effect is strong between and within the variables. From the result, it reveals that inadequate funding has negative impact on entrepreneurship and job creation among youths both between and within the variables. From the result, the F. Calculated of 66.502 is greater than F-critical of 24.56, this was also confirmed by the p – value of $0.000 < p < 0.05$. Therefore, this has verified that inadequate funding do impact negatively on entrepreneurship and job creation among youths.

H₀₆: Insecurity does not have significant effects on entrepreneurship and job creation among youths in Bauchi State.

Table 4.9: ANOVA for Hypothesis 6

		Sum of Squares	Df	Mean Square	F	Sig.
Insecurity	Between Groups	220.608	5	4924.122	55.205	.000
	Within Groups	398.272	294	1.355		
	Total	218.880	299			
Job Creation	Between Groups	236.775	5	4547.355		
	Within Groups	241.662	294	.822		
	Total	22978.437	299			

Source: Computed by the Author

Table 4.9 describes the mean comparison of all the variables that made up hypothesis 6. The essence of this was to verify if the effect is strong between and within the variables. From the result, there is a significant effect between insecurity and job creation both between and within the variables. From the result, the F. Calculated of 52.205 is greater that the F-critical of 24.56, this was also confirmed by the p – value of $0.000 < p < 0.05$. Therefore, this has verified that insecurity has a significant effect on entrepreneurship and job creation among youths.

4.5 Major Findings

Since the main objective of the study is to examine the impact of entrepreneurship skills development on sustainable job creation among youths in Bauchi State, the study found out that several factors have significant impact on entrepreneurship skills development and sustainable job creation in the state among which include poor training, inadequate technology, unfavourable government policies and poor infrastructural facilities. Others include lack of the right business connection, inadequate funding and insecurity which hampers on the activities of youth entrepreneurs in Bauchi.

5. Conclusions and Recommendations

5.1 Conclusion

The study concludes that there is a significant relationship between entrepreneurship skills development and sustainable job creation as unemployment has become a major issue of concern amongst youths in Bauchi State. The situation has grown large that it cannot be addressed by mere campaign of the words of mouth. It requires concerted efforts by individuals, States, Federal governments and other stakeholders to provide a lasting solution towards curbing the menace of youth's unemployment and spread of social vices in the State. Unemployment has not only affected the youths and economic development of the state from a broad spectrum of socio-economic perspective but also affected the development of entrepreneurial activities in Bauchi State which results in retrogressive growth in several ways that must be addressed by all and sundry for an improved standard of living of the citizens. Based on these, we further conclude that the problems mitigating against the efficacy of entrepreneurship skills development as a veritable tool for sustainable job creation in Bauchi State are multifaceted but combatable as most of them can be tackled head on by the government and other stakeholders for a better society.

5.2 Recommendations

Based on the findings and conclusions of the study, the following recommendations are made in a bid to enhancing entrepreneurship and sustainable job creation.

- i. There is an urgent need for Nigerian Federal governments to adopt a decentralized approach to entrepreneurship development support programmes aimed at promoting policy for youth development for sustainable job creation.
- ii. Owners of enterprises in Nigeria should realize that the success of their businesses is partly determined by the training and skill development provided for their employees. Thus, continuous training and skills development is particularly important for youth entrepreneurs since most of them are either unskilled or semiskilled. Better employee skills lead to increased productivity, growth and higher employment generation.
- iii. It is imperative for government to provide adequate and continuous technological training programmes for youth's entrepreneurs to enhance their technical skills for sustainable competitive advantage.
- iv. Federal and Bauchi State Governments should try and be aligning their policies and programs to target specific groups of youths for entrepreneurship growth and development. This becomes necessary as most of the failures of these programs have also become obvious as many youths entrepreneurs continued to either remain stagnant or fail and thus cannot provide their employment generation any benefits to the economy.
- v. There is the urgent need for massive and robust infrastructural development across Bauchi State and the country at large so as to provide the enabling environment for entrepreneurship development that will lead to sustainable job creation.
- vi. There should be equity and level playing field towards providing assistance to youths entrepreneurs in the state for effective performance. Experience has shown that most of the brightest business ideas remain ideas without actualization due to lack of proper business connections.
- vii. There is need for Bauchi State Government and Federal Government and other development partners to increase their effort in funding of youth entrepreneurship for enhanced sustainable job creation in the state and the country at large.
- viii. Bauchi State government should increase its effort in improving security in order to provide the enabling environment for youth entrepreneurship development and sustainable job creation. In addition local vigilantes can be co-opted by the government into their security architecture for effective policing. Bauchi state is one of the states in the Northeastern Nigeria which has been affected by the menace of Boko Haram insurgency that has devastated the area over the years which led to serious security challenges and migration of many entrepreneurs resulting to job losses and increased social vices.

5.3 Contributions to Knowledge

This study provided three noteworthy contributions to knowledge. Firstly, the study provides concrete information about youth's entrepreneurship and sustainable job creation in Bauchi State which is to be used as a rough guide by government and entrepreneurs towards achieving some level of performance for competitive advantage.

Secondly, the study highlights the major variables on entrepreneurship unique to Bauchi State and Nigeria inclusive which affects entrepreneurship and sustainable job creation in the State. The study not only discusses those factors but also synthesizes findings into elaborate frameworks and models. The model is based on existing performance models and new insights from emergent literature and has been validated through structured and structured interviews.

Thirdly, from empirical and verified findings we have identified several entrepreneurship performance dimensions of which all the dimensions show highly significant relationships with both entrepreneurship and sustainable job creation issues amongst youths in Bauchi State.

5.4 Suggestions for Further Studies

This research leads to some observations that might be of interest to future researchers, as they represent the seeds from which future researches can be developed but the extent of applications of our generalization comes into play here in condition that our findings may not automatically apply to all facets of entrepreneurs, industries or sectors. Scholars are challenged to investigate other industries or sectors as a case point. In addition to the above, the following might be of interest to future researchers:

- (a) This same research can be carried out in other states so that a broad comparison of the problems as it affects entrepreneurs and job creation activities in those states can be made.
- (b) Finally, There have been few studies comparing similarities and differences of entrepreneurship practices amongst youths among private corporations and state-owned corporations, or among local enterprises and multinational companies. We thus do not know which specific differences exist regarding the similarities in these various organizations. This clearly is another interesting avenue for future research.

Acknowledgements

The authors gratefully acknowledge the support of senior academics (Ph.D. Seminar Panelist) of the Department of Business Administration, Faculty of Economics & Administrative Sciences, University of Bakht Al-Ruda, Ed-Dueim, Sudan and others in Nigeria who contributed immensely towards the success of the study through constructive criticisms and comments which added value to the study. We however, acknowledge that this research received no any specific grant from any funding agency in Sudan, Nigeria or any other nation across the globe.

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