

VARIABLE FACTORS ON EXAMINATION MALPRACTICES AMONG POLYTECHNIC UNDERGRADUATES



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Abstract

Examination malpractices contravene the rules and regulations set by examination bodies. This paper examines variable factors on examination malpractice among Polytechnic undergraduates. Primary data were collected through validated instrument of questionnaire administration. Stratified random sampling was used for sample selection to elicit information from 285 respondents who were undergraduates from six faculties in Federal Polytechnic, Bauchi. Logistic regression was used for data analysis. The result revealed that individual gender, hours of study and stream of study are though not significant on involvement of undergraduate in examination malpractices, undergraduate that studies for more hours are not likely to be involved in examination malpractices. On the other hand, there is significant and positive relationship between cumulative grade point and involvement in examination malpractices. There is also a significant and positive relationship between perception on examination malpractices and involvement in examination malpractices. The paper suggests that undergraduate should be enlightened on need to devote more hours to studies and have self belief in success without involvement in examination malpractices.

Keywords: *Logistic Regression, Examination, Malpractices, Odds Ratio*

Background to the Study

Education in the general sense covers the whole life of an individual from birth till death or from cradle to grave showing that education is as old as man on earth. The formal school system is greatly influenced in its result on the lives of all who pass through it. Education is the key to development in any nation and Nigeria is no exception. It is the foundation upon which physical and technological developments rest. In Nigeria, education has been adopted as an instrument for national development. Therefore, governments, communities, private organizations and individuals have established educational institutions with a view of training the citizens for the development of the nation's physical and human resources. The only way of assessing students' performance in such established institutions is through period examinations.

Examination is the measurement of proficiency or knowledge, skills, orally or written form, and judging the adequacy of these properties possessed by candidates, by evaluation. This is the pivot around which the whole system of education evolves (Ammani, 2011). Examinations should be valid in the performance of its function; reliable in terms of consistency of measurement; and it should be able to evaluate the performance or judge the scholastic attainment of pupils or students. In some cases candidates are assessed on the content of a course they have acquired after a given period of time, by their lecturers or by an examining body. Examination could be a one time or a continued form of assessment. Any wrong doing or illegal action taken for one's own benefit is a malpractice. Examination malpractice involves some form of cheating committed by examination candidates single handed or in collaboration with others; before, during, after the examination, to take undue advantage over others. Technically, it is an act that contravenes the rules and regulations of a particular examination body, set at a particular period of time. Examination irregularities are experienced at all levels of the education ladder – Primary, JSS, SSCE, tertiary levels. Plagiarism in students' report and project works, as well as in published research works are also some forms of malpractices in academia (Achio, 2005).

Examination malpractices include misrepresentation of identity or impersonation, cheating, theft of other student's work, tampering with the works of others, bringing prepared answers to examination halls, unethical use of academic resources, fabrication of results and showing disregard to academic regulations (Gross, 2003 and Owuamanman, 2005). These vices have been regarded as academic behaviour capable of truncating an educational system (Glasner, 2002 and Ogunwoyi, 2005).

Onah, (2012) defined examination malpractice as anything done by the examination candidate that is likely to render the assessment useless. Exam malpractice is therefore anything done by the stakeholder such as examination administrators, teachers, parents or students that is likely to render the assessment or examination ineffective or useless. For Umaru (2005) it is any form of fraudulent activity that aim at a better result than the candidate's actual intelligent and performance. It can also be regarded as any ungodly act exhibited before, during and after any examination by the following: typists, students,

invigilators, examiners, principals, communities, teachers/course lecturers etc. Exam malpractice can also be defined as any dishonest or deceitful act by a candidate(s) or any person(s) to contravene existing rules/regulations in order to obtain undue reward for oneself/others, or to disfavour anyone/other in any form of assessment of examination in the educational system. That is to say, when rules and regulations controlling the conduct of examination are violated, it is said that examination malpractice has been committed. Hence, any improper action carried out before, during and after the examination with the intention of cheating or having advantage constitute examination malpractice (Obidigbo 2011).

In recent times, this problem of examination malpractice has generated more serious discussion among the Nigerian literate population than any other educational issue, (Umaru 2005). This takes different shapes and forms in institutions of higher learning in Nigeria such as sorting, leakages of paper etc. The rate of examination malpractice at all levels of education – from Primary to University – have assumed such frightening proportion that some harsh decision like cancellation of examination or results and expulsion of culprits from school have been taken to curb this odious behaviour. The Federal Military Government took a bold step by promulgating a decree which imposed a twenty one year jail term on those involved in examination malpractice, (Onah, 2010). How far this law or decree is enforced is another issue.

Bruno, Onyekuru and Obidigbo (2012) observed that malpractice is done by “grafting” or spying on their neighbours work, whispering answers, scribbling answer on desks, tables, walls of examination rooms, ceiling, and cloths. Some students indulge in impersonation, exchange of answer scripts within the exam hall and hiding necessary information concerning the exam in their hairs or shoes etc. Others store answers on their handsets or exchange written information in examination hall. Some dimensions include leakages such as, allowing candidates to see questions prior to the examination. In some cases, invigilators and supervisors turn blind eyes as candidates engage in examination malpractices. Another form is allowing examination to go beyond the stipulated time frame. The persistent occurrence of examination malpractices has been a major concern to educationist (Aghenta, 2000 and Ige, 2002). Examination malpractice is therefore a cankerworm cum educational epidemic that should be eradicated at all cost and fast, too (Amaechi, 2001). Despite the high premium placed on examinations by the National Policy on Education (FGN, 2004), it seems that examination malpractices have not been properly addressed in Nigeria. Examination malpractice is one of the greatest problems which the Nigerian educational system in Nigeria is passing through today. In Federal Polytechnic, Bauchi stiffer penalty like withdrawal from institution have not really checked this menace as culprits are caught year in year out. This paper seeks to examine impact of some factors such as gender, academic performance, perceptions of malpractices on involvement in examination malpractices using logistic regression approach.

Material and Method

This research is designed to employ the use of survey method to elicit information on variable factors of examination malpractice. The instrument used to collect data for this research was a through a pretested designed questionnaire. The questions in the questionnaire were centered on gender, perception on involvement in examination malpractices, hours of study, stream of study and cumulative grade point average (CGPA) and involvement in examination malpractice. The population of study were undergraduate students of Federal polytechnic, Bauchi from where 285 samples were selected through the use of stratified random sample, across the six schools (faculty) in the Polytechnic.

Logistic Regression

Logistic regression is a flexible method for modelling and testing the relationships between one or more quantitative and/or categorical explanatory variables and one binary (i.e., two levels) categorical outcome. Similar method was adopted by Ajao, Obafemi and Lawal (2011). The two levels of the outcome can represent anything, but generically we label one outcome "success" and the other "failure". Also, conventionally, we use code 1 to represent success and code 0 to represent failure. Then we can look at logistic regression as modelling the success probability as a function of the explanatory variables. Also, for any group of subjects, the 0/1 coding makes it true that the mean of Y represents the observed fraction of successes for that group.

Logistic regression resembles ordinary linear regression in many ways. There is usually an intercept parameter (β_0) plus one parameter for each explanatory variable (β_1 through β_k), and these are used in the linear combination form: $(\beta_0 + \beta_1 x_1 + \dots + \beta_k x_k)$.

In logistic regression, a complex formula is required to convert back and forth from the logistic equation to the OLS-type equation. The logistic formulas are stated in terms of the probability that $Y = 1$, which is referred to as p . The probability that Y is 0 is $1 - p$

$$\ln\left(\frac{p}{1-p}\right) = \alpha + \beta_1 x_1 + \beta_2 x_2$$

P can be computed from the regression equation also. So, if we know the regression equation, we could, theoretically, calculate the expected probability that $Y = 1$ for a given value of X .

$$p = \frac{\exp(\beta_0 + \beta_1 x_1)}{1 + \exp(\beta_0 + \beta_1 x_1)} = \frac{e^{\beta_0 + \beta_1 x_1}}{1 + e^{\beta_0 + \beta_1 x_1}}$$

Logistic regression has been used to estimate the relationship between the independent variable (gender, perception on involvement in examination malpractices, hours of study, stream of study and cumulative grade point average and the dependent variable (involvement in examination malpractice) as a measure of examination malpractice.

Data Analysis

Analysis of data was carried out using Minitab 16. Results obtained from analysis are presented in table below.

Logistic Regression Table

| Predictor | Coef | SE Coef | Odds | | 95% CI | | |
|---------------|-----------|----------|-------|-------|--------|-------|-------|
| | | | Z | P | Ratio | Lower | Upper |
| Constant | 5.80148 | 1.16588 | 4.98 | 0.000 | | | |
| Studying Hour | 0.167951 | 0.315008 | 0.53 | 0.594 | 1.18 | 0.64 | 2.19 |
| percept maple | 0.717120 | 0.423591 | 1.69 | 0.090 | 2.05 | 0.89 | 4.70 |
| Gender | -0.384294 | 0.401305 | -0.96 | 0.338 | 0.68 | 0.31 | 1.50 |
| Gap | -2.59857 | 0.431620 | -6.02 | 0.000 | 0.07 | 0.03 | 0.17 |
| Study Stream | -1.35997 | 0.876106 | -1.55 | 0.121 | 0.26 | 0.05 | 1.43 |

Log-Likelihood = -122.467

Test that all slopes are zero: G = 108.987, DF = 5, P-Value = 0.001

Discussion of Results

Findings from the binary logistic regression analysis revealed that there is significant and positive relationship between undergraduates' perception on examination malpractice and involvement in examination malpractices (Odd Ratio [OR] = 2.05, $p = 0.09$) i.e. Undergraduate that perceived nothing is wrong in examination malpractices are 2.05 times more likely to be involved in examination malpractices compared with those that perceived that examination malpractices is wrong. There is significant and positive relationship between CGPA and involvement in examination malpractices (OR = 0.07, $p = 0.001$). Studying hours though not significant (OR = 1.18, $p = 0.594$), undergraduates that had fewer hours of study are 1.18 times more likely to be involved in examination malpractices compared with those that had more hours of study. Gender is not significant in examination malpractices (OR = 0.68, $p = 0.338$) i.e. both male and female are equally likely to be involved in malpractices. Study stream is not significant (OR = 0.26, $p = 0.121$) i.e. study stream has no effect in involvement in examination malpractices.

Conclusion/ Recommendation

From the results, it can be concluded that undergraduate that perceived nothing is wrong in examination malpractices are prone to be involved in examination malpractices compared with those that perceived that examination malpractices is wrong. CGPA has significant effect on involvement in examination malpractices. Undergraduates that had fewer hours of study are likely to be involved in examination malpractices. Gender has no significant effect on examination malpractices as both male and female undergraduates are equally likely to be involved in examination malpractices and study stream has no effect in involvement in examination malpractices. It is recommended that undergraduates should be enlightened on need to devote more hours to studies and have self belief in success without involvement in examination malpractices.

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INFLUENCE OF ENTREPRENEUR'S BEHAVIOUR AND COMPETENCE ON PERFORMANCE OF LANDSCAPING ARCHITECTURAL ENTERPRISES IN NIGERIA



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Abstract

The influence of entrepreneurial in economic development involves more than just increase in per-capital output and income, but also involves initiating and constituting changes in the structure of business, this changes is accompanied by growth and increase out. This study investigated the influence of the entrepreneur's behavior and competence on performance of landscape architectural enterprise in Nigeria. The research used descriptive survey design in which quantitative data was collected from 125 respondents all from the managers of architectural enterprise in the country. The finding shown that the age and years of experience of entrepreneurs influenced customer satisfaction, growth and return on asset of the enterprise respectively. Also, entrepreneurial behavior, technical and managerial skills had a significant positive relationship with customer relationship with enterprise profitability. Furthermore, all the variables studied had positive relationships with enterprise performance, but few relationships were significant. Finally, it is recommended that entrepreneurs of landscape architectural firms should invest more in technical skills and knowledge that will encourage the diversification of product and services for improve performance of the enterprises

Keywords: *Entrepreneur, Landscape Architecture, Enterprises, Performance, Profitability, Growth, Technical Skill.*

Background to the Study

Entrepreneurship is a catalyst for development and calls for the creation of conditions favorable to entrepreneurship education and renewing impediments to the establishment of businesses. Entrepreneurship has a ripple effect; by unlocking minds one can inspire changes. Business leaders build teams and instill confidence in their peers. They empower other people to pursue their dreams (Rinald, 2013). Entrepreneurial competencies had been presented as one way to contribute to the development of entrepreneurship within society and thus to address a growing range of contemporary socio - economic and political challenges (Mathy, 2005). Entrepreneurial competencies could be taken at various levels and this includes, entrepreneurial demographic. Characteristics (such as age, education and experience), Entrepreneurial behavior, entrepreneurship skills (Such as technical and managerial skills) and the age of the enterprise (Bosina, et al - 2010).

The entrepreneur's demographic characteristics have been identified as factors that influence the performance of micro and small enterprises (Aliyu, 2008). Studies have shown that entrepreneur's level of education is an important determinant of performance and growth of an enterprise. Likewise, Kolstad and wiig (2013) have identified education and training as factors that contribute to the growth and success of micro and small enterprises. It was widely believed that entrepreneurial competence contributes to the performance of landscape architectural enterprises. This was discovered by some authors who indicated that entrepreneurial competence is crucial to the growth and success of enterprises (Daroda, 2011) .These competencies includes positive behavior, technical skills, innovativeness and training experience. Also, these competencies leads to creating competitive advantage as well as enterprise development. According to Ryalnet (2009) the success of micro and small enterprises depends on the enterprise characteristics and the environment within which the enterprise operated.

The influence of entrepreneurial competencies in enterprise development involves more than just increasing per - capital output and income; it involves initiating and constituting change in the structure of business and society. This change is accompanied by growth which depicts innovation as the key, not only in developing new products or services for market but also in stimulating investment interest in the new venture being created (Rinald, 2013). Entrepreneurial competencies have greatly influenced the growth and development of landscape architectural enterprise in the developed nations (such as, United States of America, Europe and Italy) in which their growth and development was spontaneous (Ryalnet, 2009). Entrepreneurship in Nigeria is well developed since 65 of the revenue generation is received from existing small and medium enterprises in the other sectors of the economy, but little or no mention of landscape architectural enterprises (Uji , 2003). Record have shown that architectural micro and small enterprises have made a tremendous contribution to the development of building infrastructures and also helped in revenue generation of the country, but no evidence of any contribution of landscape architects as it was witnessed in other developed nations. Therefore, this study is to investigate the influence of entrepreneurial behavior and competence on the performance of micro and small enterprises in landscape Architecture in Nigerian.

Statement of the Problem

According to Ekweno (2011) landscape architecture is defined as a creative profession that understands the native of the earth or an environment and therefore tries to conserve (Manage) a place in its natural form for its value or changes the way place looks in the context of the prevailing ecology and culture for a desire effect and for effective utilization. Landscape architects bring knowledge of natural sciences, environmental laws and planning policies. They create delight protecting and enhancing most of our cherished landscapes and townscapes (Conper, 1003). Landscape architecture is one of the growing profession in most of the developed nations such as Europe, United State of America and Italy, Landscaping enterprise in these countries are making a significant contribution to the economic growth and development of their individual country (Ryalnet, 2009). According to American Institute of Landscape Architects (AILA, 2007) 80% of landscape Architects work in private sectors. With 50 are in landscape architectural firms and 30 are in Multi - disciplinary architectural or engineering firms. Therefore, this shows that landscape architecture is a profession that is entrepreneurially oriented.

Research conducted by the America Institute of Architects (AILA, 2008) on the prospect of landscape architectural enterprises in California. It was discovered that the rate of growth of these firms within California is spontaneous. The finding showed that in 2003 there were 43 landscaping MSE's by 2007 this number grown to 74 and by 2010, 118 landscaping enterprises were recorded in and outside California (Ekweno, 2011). This was attributed to the entrepreneurship training received by the founders of these enterprises. Arayela (2009) emphasized that landscape architectural MSE's in Nigeria are dieying as a result of poor leadership. Corruption and lack of capital. Despite the number of fully registered architects in Nigeria, still landscaping MSE's are declining an their performance toward economic and social development is silent while other landscape architectural enterprises in the developed economies that embrace entrepreneurship training performed better than those do not. Up to this time there is no empirical evidence on factors responsible for the decline and death of landscape architectural enterprises in Nigeria and this has necessitated this research to reveal the factors responsible for the folding up of these enterprises and why some are still in business. A major question that arises is "What are the determining factors responsible for the decline and dieying of landscape architectural enterprises in Nigeria. To answer this question, a research objective is set as follows:

“To investigate the factors responsible for the decline or failure of landscape architectural enterprises in Nigeria. Specifically, the study had the following objectives.

- i. To investigate the relationships between entrepreneurial demographic characteristic and performance of landscaping enterprises in Nigeria.
- ii. To investigate the relationship between entrepreneur's competencies and performance of landscape architectural enterprises in Nigeria.
- iii. To investigate the relationship between Age of an enterprise and performance of landscape architectural enterprises in Nigeria.

Methodology

The descriptive - correlation survey research design was used for the study because the design helped to establish relationship between the variables. Bello (2013) defined correlation as a statistical test to establish relationship between two or more variables. Quantitative data were collated using close ended and open-ended questions during the survey. The target population for this study comprised of all the formally registered architectural enterprises practicing in Nigeria. According to the data available obtained from architects registration council of Nigeria (ARCON, 2013) there are total of 640 registered architectural firms licensed to practice in the country.

In order to obtain a reliable data a sample of 148 architectural MSE's were selected using stratified proportional random sampling method. However, one hundred and twenty - five managers (125) were able to answer and returned the questionnaire dully completed. Data were compiled, sorted, edited and corded to ensure its quality, accuracy and completeness. Using statistical package for social sciences (SPSS) the data were analyzed.

Measuring the Performance Variables

Profitability, diversification for product I services, growth in number of employees and growth in size of the enterprise were calculated from the numeric data collected from respondents the number of years that their respective enterprises had been in operation. A five point Likert scale was used to measure the client's satisfaction. This is because Likert scale do not restrict the respondents to yes or no answers, but have the merit of allowing for degrees of opinions and also no opinions at all (Mc leod, 2010). The entrepreneurial skills of architectural entrepreneurs (Technical skills, behaviuor, and managerial skills) were reassured using five point Likert scale. This was in view that vesper (2011) also used Likert scale to measure; knowledge, attitude or behaviour, characteristics of the enterprise such as Age, education and employee's experience on the job were measured using open and close ended questions.

Finding and Discussion

1. Influence of Demographic Characteristics on Firm Performance

The demographic characteristics considered in this study were age of respondents, qualification and years of experience of the managers of these enterprises. Performance of the architectural enterprises was measured by, Return on Asset, Diversification of services, increase in number of employees and client's satisfactions.

Influence of Respondent's Age on Firm Performance

Majority of firm's owner's age is above 45years. The result from the correlation analysis between the age of firm owner's and the client's satisfaction showed a correlation coefficient of 0.216 (Table 1). This result is weak but has positive relationship. This implies that the more the entrepreneurs got older, the more their clients become satisfied with their products and services. This results contradicts the finding by Kabir (2009) who said that successful entrepreneurs were comparatively younger in terms of age. It is also at variance with that of

Vesper (2001) who emphasized that younger entrepreneurs have higher growth ambition, which also influences performance. Other firm's performance variables such as profitability, return on asset, growth in size of firm showed positive but insignificant correlation with the ages of respondent. Also diversification of services as a firm performance indicator shown a positive insignificant relationship with entrepreneur's age.

Table 1: Relationship between Architects Demographic Characteristic and Firm Performance

| Variable | Test of Significant | Age of an Architect | Educational Level | Experience on the Job |
|------------------------------------|---------------------|---------------------|-------------------|-----------------------|
| Profitability | Pearson correlation | 0.087 | 0.142 | 0.144 |
| | Sign (2 tailed) | 0.915 | 0.89 | 0.094 |
| | N | 125 | 125 | 125 |
| Return on Asset | Pearson correlation | | 0.092 | 0.186 |
| | Sign (2 tailed) | | 0.288 | 0.38 |
| | N | | 125 | 125 |
| Growth in size/employees | Pearson correlation | 0.071 | 0.006 | 0.118 |
| | Sign (2 tailed) | 0.444 | 0.928 | 0.222 |
| | N | 125 | 125 | 125 |
| Diversification of product/service | Pearson correlation | 0.186 | 0.149 | 0.052 |
| | Sign (2 tailed) | 0.054 | 0.119 | 0.560 |
| | N | 125 | 125 | 125 |
| Client's satisfaction | Pearson correlation | 0.268 | 0.040 | 0.081 |
| | Sign (2 tailed) | 0.004 | 0.651 | 0.389 |
| | N | 125 | 125 | 125 |

Correlation is Significant at the 0.05 Level (2Tailed)

2. **Influence of Entrepreneur's Level of Education on Firm Performance**
 The architect's level of education had positive but insignificant relationship with other various indicators of firm performance and service diversification and client's satisfaction. This study shows that the higher level of architect's education will not necessary result in higher performance of the enterprise. The finding shows mixed result. According to Adams (2010) he observed that managers of micro and small scale enterprise (MSE's) who are highly educated achieved lower growth rates than those not well educated. But Okoro (2009) emphasized that managers of landscaping firms with higher educational level performed much better in their organization. Also Sambo (2012) observed that the level of education of entrepreneurs had moderate positive influence on profitability of organization.

3. **Entrepreneurs Experience and Firm's Performance**
 The entrepreneur's years of experience in a firm is an important factor in measuring the organizational performance. Managers who had been in business for more than five years formed 43% and those below 2years were 15.6% and

those above 10years 41.4%. The correlation analysis result showed a significant positive relationship between years of experience of managers have been in practice and return on asset ($r = 0.186$, $p = 0.038 < 0.05$) Table 1. Bosma, et'al (2010) also identified a positive relationship between the number of years of a manager on the job and the firm performance. Similarly, Ekweno (2011) emphasized that firm growth is positively influenced by previous managers experience especially those who have prior MSE experience on the other had there was no significant relationship between years of experience of the manager and other performance variables.

4. Influence of Entrepreneurs Competence and Firm Performance

This research work considered 4 (four) different competence indicators. These includes technical skills, behaviors toward work, start-up experience, training experience and managerial skills they have acquired over the years, to investigate, if there were significant relationship between these variables and the firm performance.

5. Influence of Technical Skills on Firm Performance

Table (2) shown clearly the results of the correlation analysis in which it indicated a positive relationship between technical skills of landscape architects and the profitability of their firms ($r = 0.239$, $p = 0.014 < 0.05$), diversification of products/services ($r = 0.235$, $p = 0.016 < 0.05$) and customer satisfaction ($r = 0.218$, $p = 0.017 < 0.05$). The findings imply that as technical skills of landscaping entrepreneur increase, profit of the business increases and the number of product or service also increases as well. According the research findings of Horniga (2010) found out that the higher the technical knowledge and skills of the entrepreneur; the greater the possibility of the enterprise become successful in its earlier years of operation. This includes that the higher the technical knowledge of landscape architects, the higher the profits a firm can make, and improve customer's satisfaction.

Table (2) Relation between Entrepreneurial Competence and Firm Performance.

| Variable | Test of Significant | Managerial Skills | Entrepreneurs Behavior | Technical Skills |
|------------------------------------|---------------------|-------------------|------------------------|------------------|
| Profitability | Pearson correlation | 0.256 | 0.042 | 0.239 |
| | Sign (2 tailed) | 0.009 | 0.668 | 0.014 |
| | N | 125 | 125 | 125 |
| Return on Asset | Pearson correlation | 0.086 | 0.240 | 0.123 |
| | Sign (2 tailed) | 0.0387 | 0.014 | 0.172 |
| | N | 125 | 125 | 125 |
| Growth in size /employees | Pearson correlation | 0.227 | 0.115 | 0.235 |
| | Sign (2 tailed) | 0.024 | 0.231 | 0.016 |
| | N | 125 | 125 | 125 |
| Diversification of product/service | Pearson correlation | 0.148 | 0.050 | 0.218 |
| | Sign (2 tailed) | 0.135 | 0.609 | 0.017 |
| | N | 125 | 125 | 125 |
| Client's satisfaction | Pearson correlation | 0.302 | 0.013 | 0.218 |
| | Sign (2 tailed) | 0.018 | 0.814 | 0.017 |
| | N | 125 | 125 | 125 |

Correlation is Significant at the 0.05 Level (2Tailed)

Influence of Managers Behavior on Firm Performance

The manager's behavior was measured in terms of innovation, risk taking, proactiveness, self-esteem and personal control as defined by Ekweno (2011). The manager's behavior towards work displayed a weak positive relationship on return assets ($r = 0.240$, $p = 0.014 < 0.05$). The result implies that as the managers of landscaping firms developed positive behavior towards their duties, there is possibility of positive return on asset and possibly profitability of their firms, and this also confirms the research of work of Wikland (2009) who emphasized that the behavior of an entrepreneur as an entrepreneurial orientation influences firm performance.

Influence of Managerial Skill on Firm Performance

The managerial skills of landscaping entrepreneurs were measured based on the skill listed by Bell (2012) these skills are, communication, leadership styles interpersonal, conceptual and analytical. These managerial skills showed positive relationship with profitability ($r = 0.256$, $p = 0.009 < 0.005$), growth in size and employees ($r = 0.227$, $p = 0.024 < 0.005$) and clients satisfaction ($r = 0.302$, $p = 0.018 < 0.005$). This indicates that the better the managerial skills of manager of landscaping firm the greater the possibility of the manager to experience increase in profitability and growth in size of the firm, and clients get more satisfaction with the service offered by the managers who display improved managerial skills

Influence of Enterprise Age on Firm Performance

In this study, a significant positive relationship was discovered between the Age of the firm and return on asset ($r = 0.296$, $p = 0.003 < 0.05$). This showed that the older an enterprise was, the greater the return on assets. This result is consistent with the observation that the longer the time of a business had been in operation was significantly related to firm performance (Quadir, 2010, Mazzarol, 2011).

Table 3; Correlation between Age of Firm and Enterprise Performance

| Variable | Test of Significant | Age of an Enterprise |
|------------------------------------|---------------------|----------------------|
| Profitability | Pearson correlation | 0.128 |
| | Sign (2 tailed) | 0.220 |
| | N | 125 |
| Return on Asset | Pearson correlation | 0.296 |
| | Sign (2 tailed) | 0.003 |
| | N | 125 |
| Growth in size/employees | Pearson correlation | 0.116 |
| | Sign (2 tailed) | 1.140 |
| | N | 125 |
| Diversification of product/service | Pearson correlation | 0.016 |
| | Sign (2 tailed) | 0.814 |
| | N | 125 |
| Client's satisfaction | Pearson correlation | 0.066 |
| | Sign (2 tailed) | 0.542 |
| | N | 125 |

Correlation is Significant at the 0.05 Level (2Tailed)

Conclusion

The demographic characteristics of manager of architectural firm's studies was discovered that, the educational level had positive influence, but had insignificant relationship with other performance indicators. This implies that the educational level had no influence on the performance of the architectural firms, this may be due to the fact that majority of the architects have equal educational status. Also the age and years of experience of the architect was discovered to have a significant relationship with growth and Return on Asset of architectural firms. This clearly indicated that longer years at a position would lead to higher patronage. On competence variables of architect, technical skills had a significant relationship with customer satisfaction, profitability, diversification of services and growth in size and employees. Therefore, as the technical skills of architects increase there is the possibility that profitability will increase likewise, the size and number of employees will increase and finally the clients will be more satisfied with the services of the organization.

The age of an architectural firm indicated a significant relationship with growth and return on asset indicating that older firms over time turn to gain from higher patronage than those firms at younger age. The behavior of managers of architectural firms showed a positive significant relationship with return on asset of the enterprises, indicating that the better the behavior of an architect the more the patronage. Based on the findings, jobs satisfaction of the managers indicated significant relationship with profitability, growth in size or diversification of products services and client's satisfaction. This implies that as the manager is satisfied with the job, the will be able to make more profit as the business grows and clients will be more satisfied with services of such organization.

Recommendation

From the research work, the following were recommended in order to improve the architectural service industry in Nigeria:

1. Architects should endeavor to acquire more entrepreneurial skill form any relevant source to improve the delivery of landscape architectural services to it numerous client.
2. Architects should improve their technical skills including Information and Communication Technology (ICT) to improve their service delivery in Nigeria.
3. Architects should diversify in their products and services for improved profitability, growth and development of architectural profession in Nigeria.

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